Branch Resources Review: Workstream A

Initial analysis of responses to branch survey

April 2020

Purpose

This note provides an initial summary analysis, including analysis by Region and Service Group, for every question, of the 357 responses to the 15-question survey circulated in February 2020 and intended to inform the work of Workstream A of UNISON's Branch Resources Review.

There are obviously many further questions which could be answered from this dataset, and it is also worth noting that patterns which on initial analysis appear striking may turn out to be not statistically significant when explored further.

Additionally, I am currently preparing a further note that allows the relative size of different service groups (the number of branches belonging to them) to be more clearly taken into account when considering differences in response.

For that reason, please do make requests for further analysis of any patterns which appear to present a basis for further action and decisions so that we can be sure they are properly underpinned by analysis.

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Appendix 5. Full set of responses (189) to Q15. ..... **Error! Bookmark not defined.**

Data protection implications

By virtue of the content of Appendix 5 (freetext answers) it is possible to identify named individuals and their union membership, which is special category data within the meaning of the General Data Protection Regulation.

Great care must therefore be taken that this analysis is not shared more widely than is absolutely necessary for the conduct of the Branch Resources Review, as to do so will place the Union in breach of its legal obligations.

Background, and a note on abbreviations

As part of the Branch Resources Review, authorized in 2018 by motion 126 at National Delegate Conference, Workstream A of the Review issued a survey to all UNISON Branches in February 2020, to be conducted online by Branch Secretaries. The questions asked and the responses available are given as Appendix 1 to this report and are also available on the UNISON BRR website.

The questions reflect both the existing UNISON Code of Good Branch Practice, and discussion on how to structure the questions at the meeting of the Branch Resources Review held in early February.

Most of the questions included in the survey ask respondents to use a scale from 1 to 5, to indicate how well they feel supported to conduct various aspects of their work on behalf of the union, with those aspects all reflecting the Code of Good Branch Practice.

Throughout this note, to save space and make charts easier to read, UNISON Regions are referred to by their numeric codes, and UNISON Service Groups are referred to by their alphabetic codes. For ease of reference these are provided as Appendices 2 & 3.

Inevitably, some of the charts are quite small when reproduced on paper and if larger versions are needed, either of graphs already in here or of further analyses which seem to be suggested by them, they can of course be provided.

Timeline and pattern of responses

The survey was initially sent out without a particular deadline, so as to discourage people from leaving it until nearer that time, but after a fortnight a chasing email was sent and a subsequent one just ahead of the deadline, which as chance would have it was also the final week before the UK went into full lockdown to deal with COVID-19.

A total of **357** branches responded including a handful which responded sometime after the formal deadline. Figure 1 below shows the pattern of when they responded, which also illustrates the extent to which UNISON branch activity largely occurs on weekdays rather than at weekends, as shown in Figure 2. The high level of responses on Tuesdays reflects the fact that both the initial email and the final week chasing email were sent on Tuesdays.

Figure 1. Submission dates for the survey

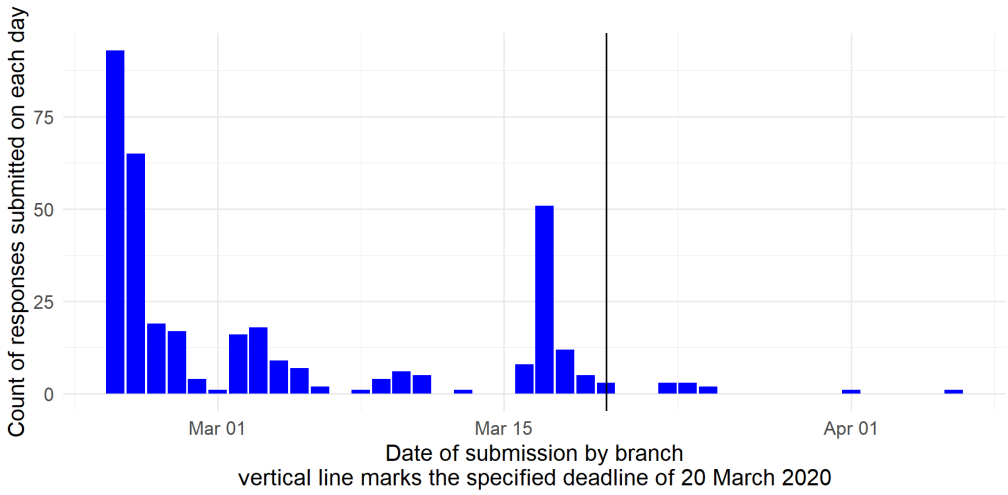
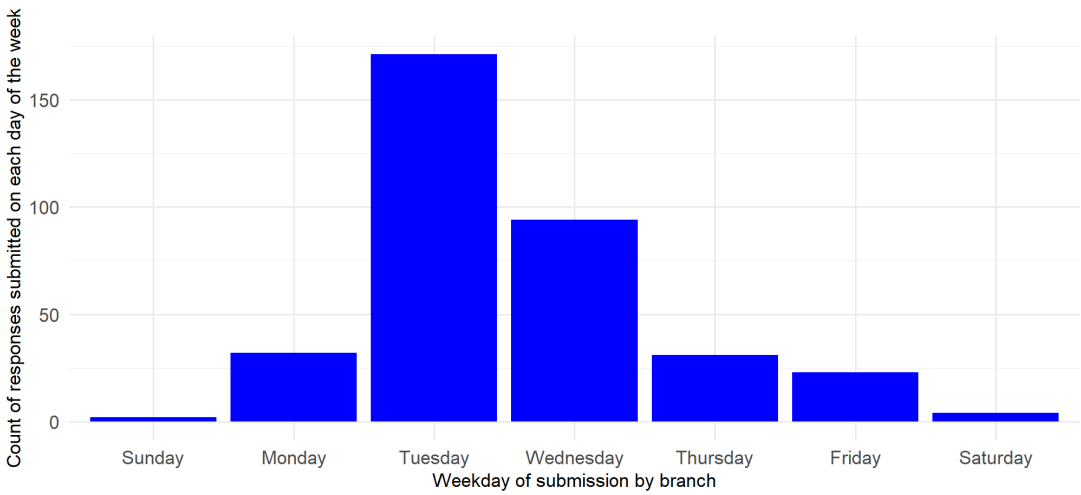


Figure 2. Weekdays on which submissions to the survey were made.

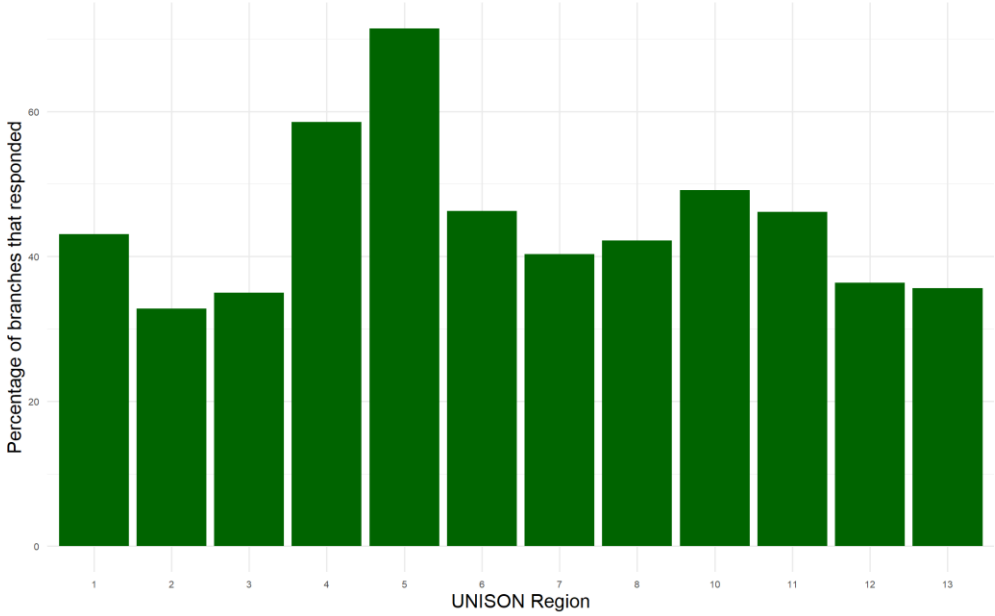


At the time at which the survey was issued, UNISON had 843 branches, so having received responses from 357 of them represents a response rate of over 42%. Perhaps unsurprisingly, response rate varied between regions and between service groups, as Figures 3 and 4 illustrate.

Considered regionally (Figure 3), response rate varied from barely 30% to well over 60% and was highest for branches in Northern Region (region 4) and Northern Ireland (region 5), and lowest in region 2 (East Midlands).

Figure 3. Response rate to survey, by UNISON Region

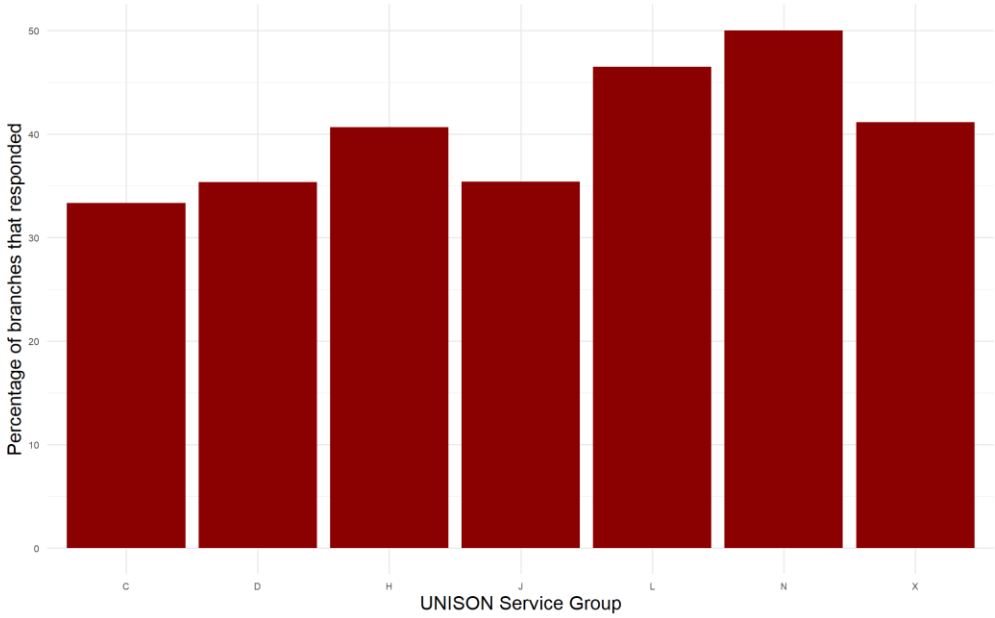
Standard numeric codes for Regions



In terms of the response by service group, branches in Energy and Local Government service groups were more likely to respond, and those in Community, Police & Justice, and Higher Education the least likely to do so.

Figure 4. Response rate to survey, by UNISON Service Group

Standard alphabetic codes for Service Groups



These response levels are shown in full in Table 1, below. Appendix 4 provides a complete list of all Branches which did respond.

Table 1. Number of branches submitting responses by Region and Service Group.

UNISON Region	Community	Energy	Health	Higher Education	Local Governmen t	Police and Justice	Water, Env't &Transport
Cymru/Wales Region	1	1	5	5	11	1	0
East Midlands Region	0	2	3	2	11	1	0
Eastern Region	0	0	9	2	16	4	0
Greater London Region	0	0	15	5	20	0	3
North West Region	0	1	15	2	23	1	1
Northern Region	1	2	5	4	9	1	2
Scotland Region	1	1	6	4	16	0	1
South East Region	0	2	8	4	28	3	1
South West Region	0	1	8	3	12	4	1
UNISON Northern Ireland	1	0	14	0	5	0	0
West Midlands Region	1	1	11	2	9	2	2
Yorkshire - Humberside Region	0	1	8	2	7	0	3

Question 1: support and advice to participate

Question 1 asked "To what extent do available resources allow you to ensure members in your branch are aware of and know how to access the broad range of support, assistance, advice and opportunities to participate in the union?" A response of 1 meant "not at all", and a response of 5 meant "completely". The responses are as shown below in Figure 5, which does not provide a breakdown by region or service group. Figure 6 shows a breakdown by UNISON Region, and Figure 7 shows a breakdown by UNISON Service Group.

Figure 5. Responses, Question 1, overall.

Responses to question - all UNISON branches

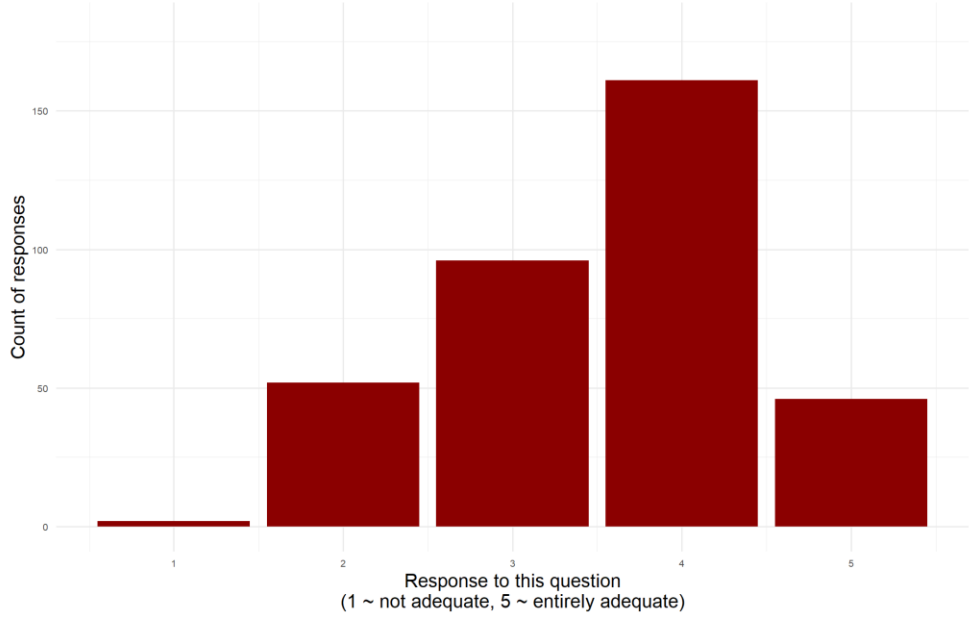


Figure 6. Responses, Question 1, by UNISON Region.

Breakdown of responses to question, by region
Region numeric codes as in Appendix 2.

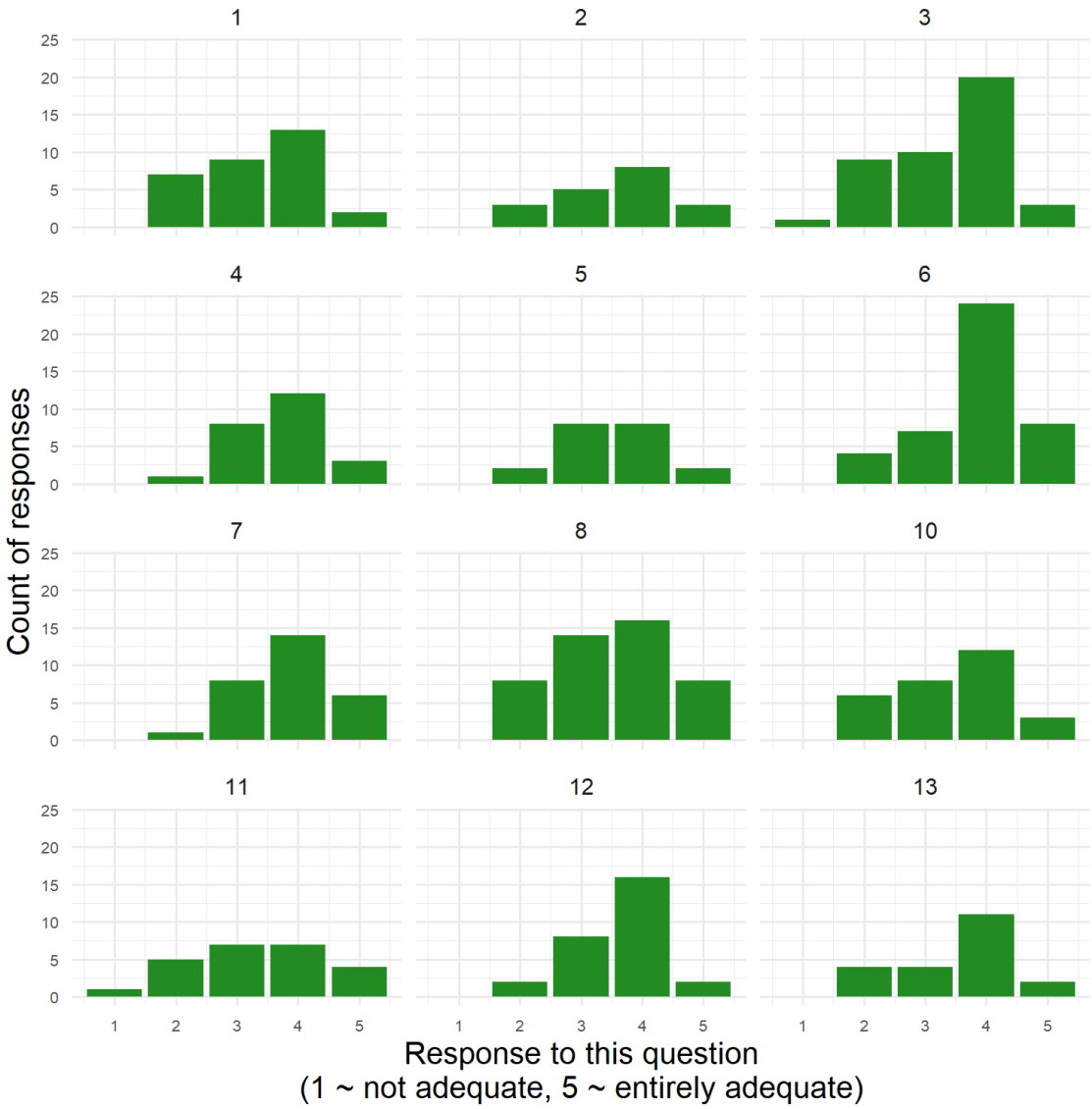
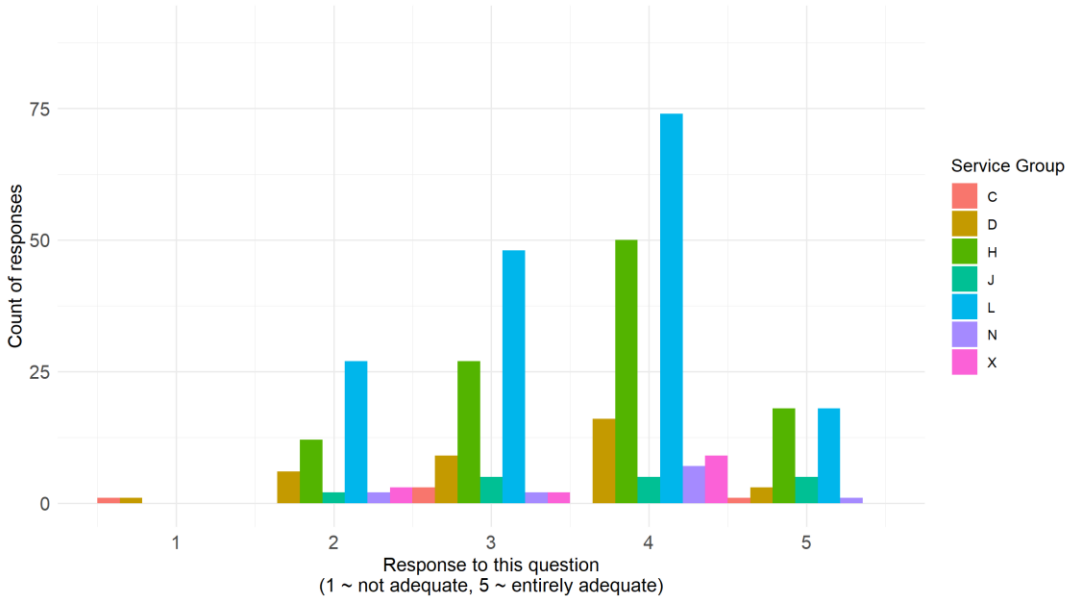


Figure 7. Responses, Question 1, by UNISON Service Group.
Breakdown of responses to question, by service group
Codes as in Appendix 3.



Question 2: recruit, retain, and organise

Question 2 asked "To what extent is being able to recruit, retain and organise members and local representatives adequately supported by the systems and resources UNISON makes available to your branch?" A response of 1 meant "not at all", and a response of 5 meant "completely". The responses are as shown below in Figure 8, which does not provide a breakdown by region or service group. Figure 9 shows a breakdown by UNISON Region, and Figure 10 shows a breakdown by UNISON Service Group.

Figure 8. Responses, Question 2, overall.
Responses to question - all UNISON branches

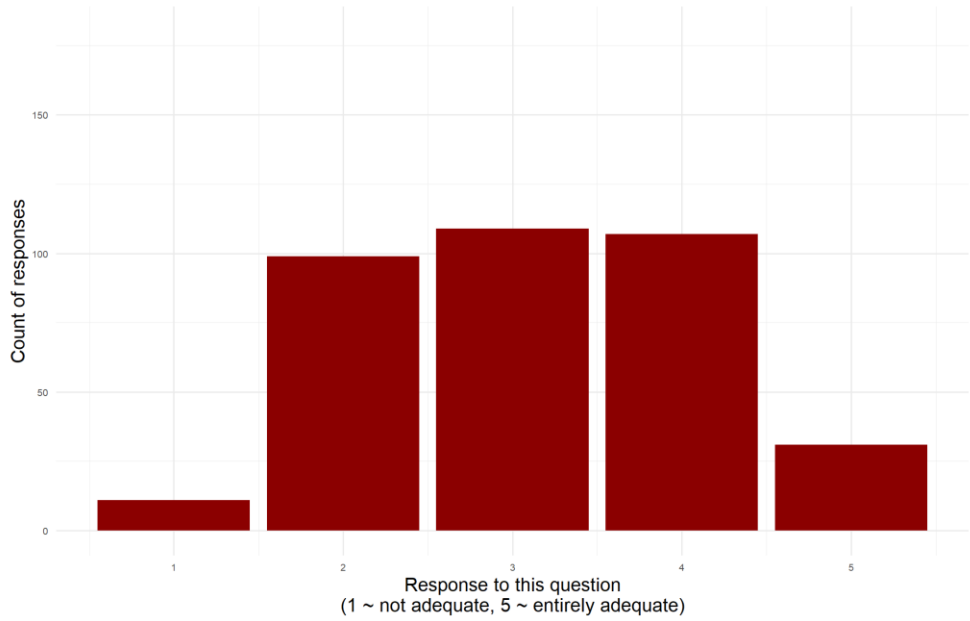


Figure 9. Responses, Question 2, by UNISON Region.

Breakdown of responses to question, by region
Region numeric codes as in Appendix 2.

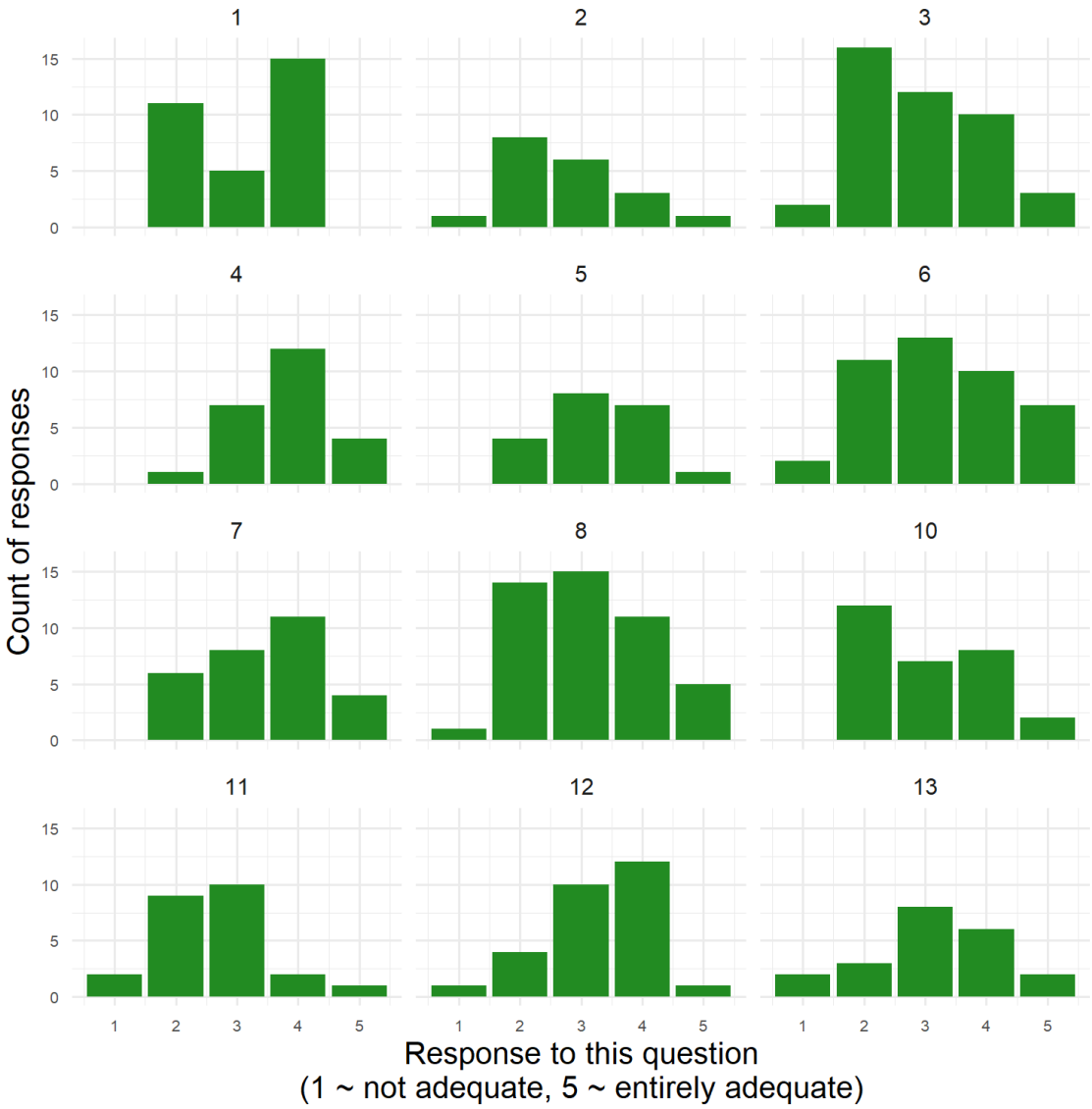
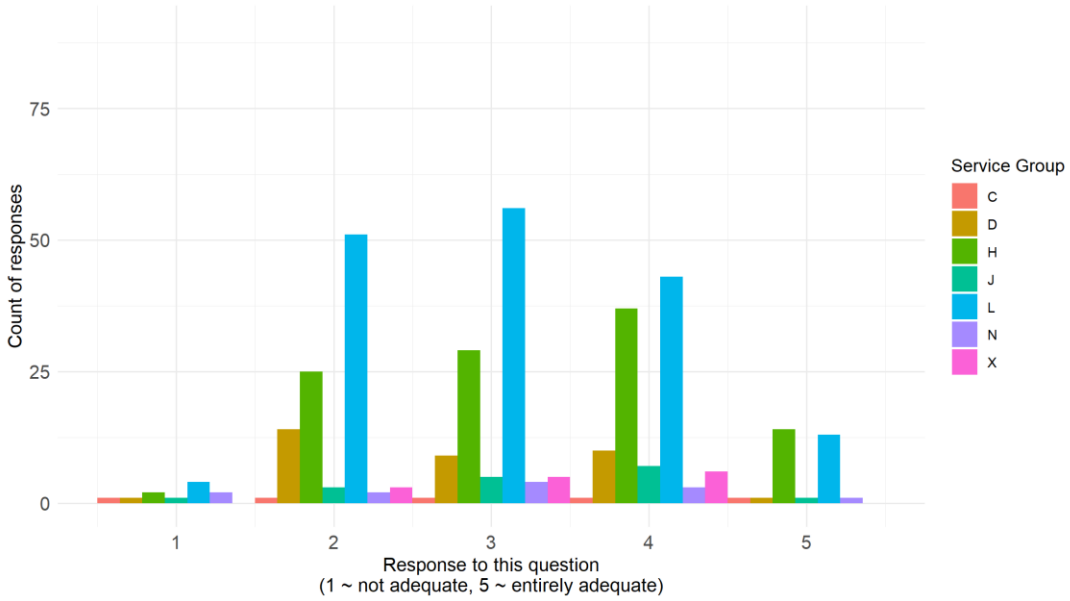


Figure 10. Responses, Question 2, by UNISON Service Group.
Breakdown of responses to question, by service group
Codes as in Appendix 3.



Question 3: grievances & disciplinary

Question 3 asked “To what extent do you have the right systems and resources to advise members about how to resolve grievances and disciplinary issues". A response of 1 meant "not at all", and a response of 5 meant "completely". The responses are as shown below in Figure 11, which does not provide a breakdown by region or service group. Figure 12 shows a breakdown by UNISON Region, and Figure 13 shows a breakdown by UNISON Service Group.

Figure 11. Responses, Question 3, overall.
Responses to question - all UNISON branches

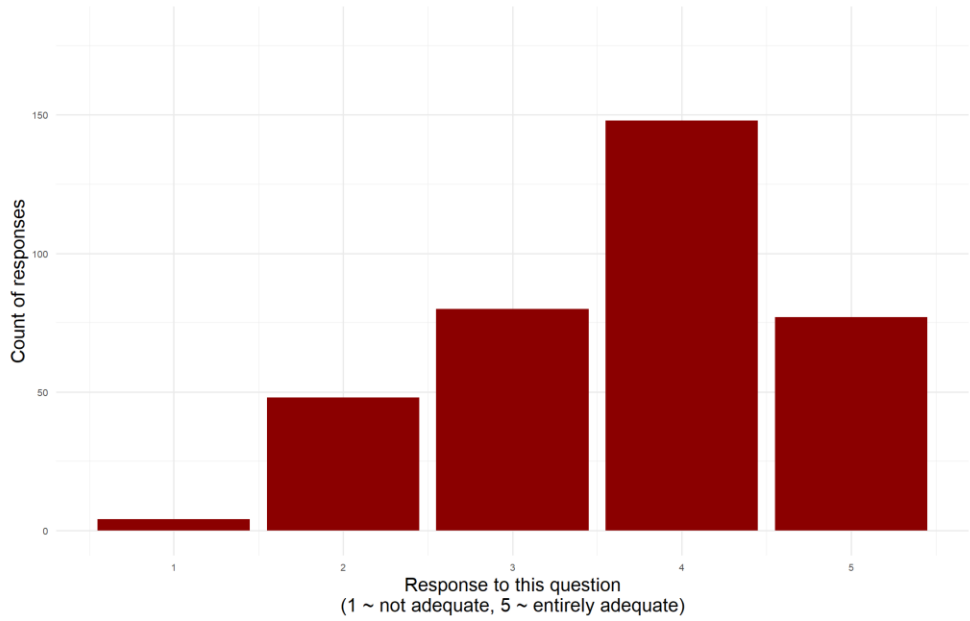


Figure 12. Responses, Question 3, by UNISON Region.

Breakdown of responses to question, by region
Region numeric codes as in Appendix 2.

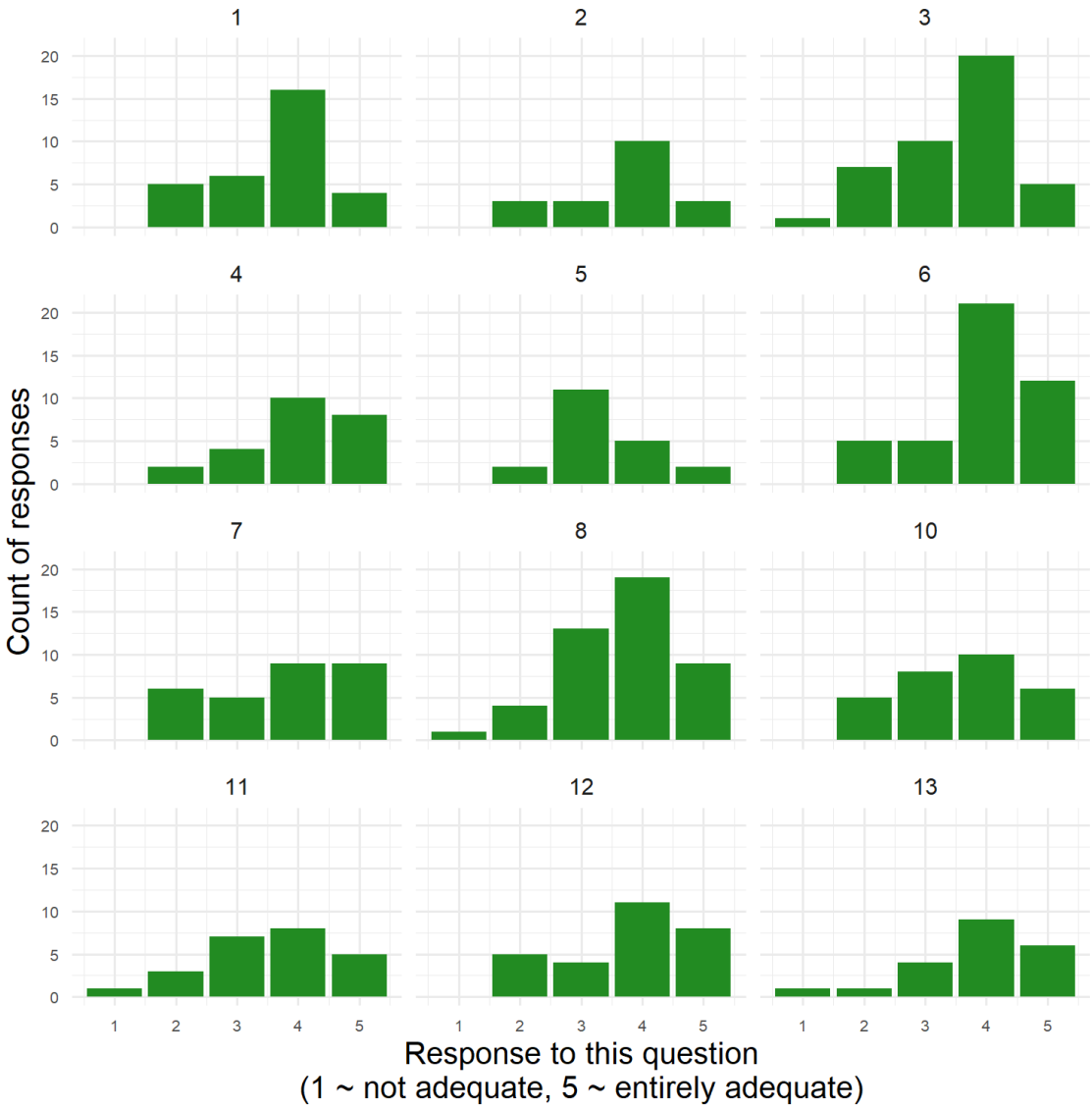
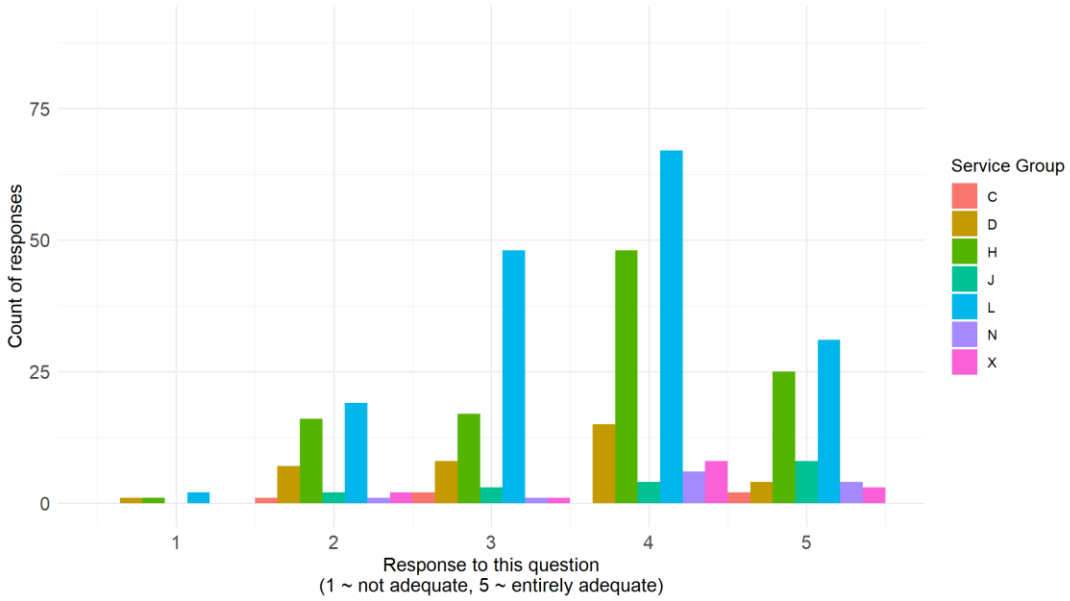


Figure 13. Responses, Question 3, by UNISON Service Group.
Breakdown of responses to question, by service group
Codes as in Appendix 3.



Question 4: bargaining & negotiation

Question 4 asked "To what extent is the branch's ability to bargain and negotiate with local employers on conditions of service, pay, employment changes, etc, supported by the systems and resources UNISON makes available to your branch?" A response of 1 meant "not at all", and a response of 5 meant "completely". The responses are as shown below in Figure 14, which does not provide a breakdown by region or service group. Figure 15 shows a breakdown by UNISON Region, and Figure 16 shows a breakdown by UNISON Service Group.

Figure 14. Responses, Question 4, overall.
Responses to question - all UNISON branches

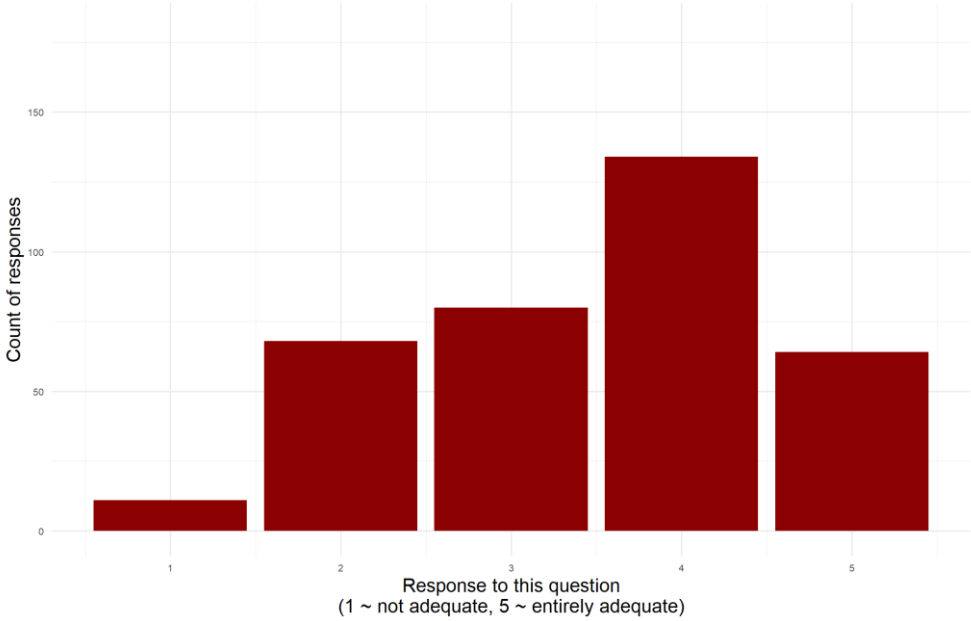


Figure 15. Responses, Question 4, by UNISON Region.

Breakdown of responses to question, by region
Region numeric codes as in Appendix 2.

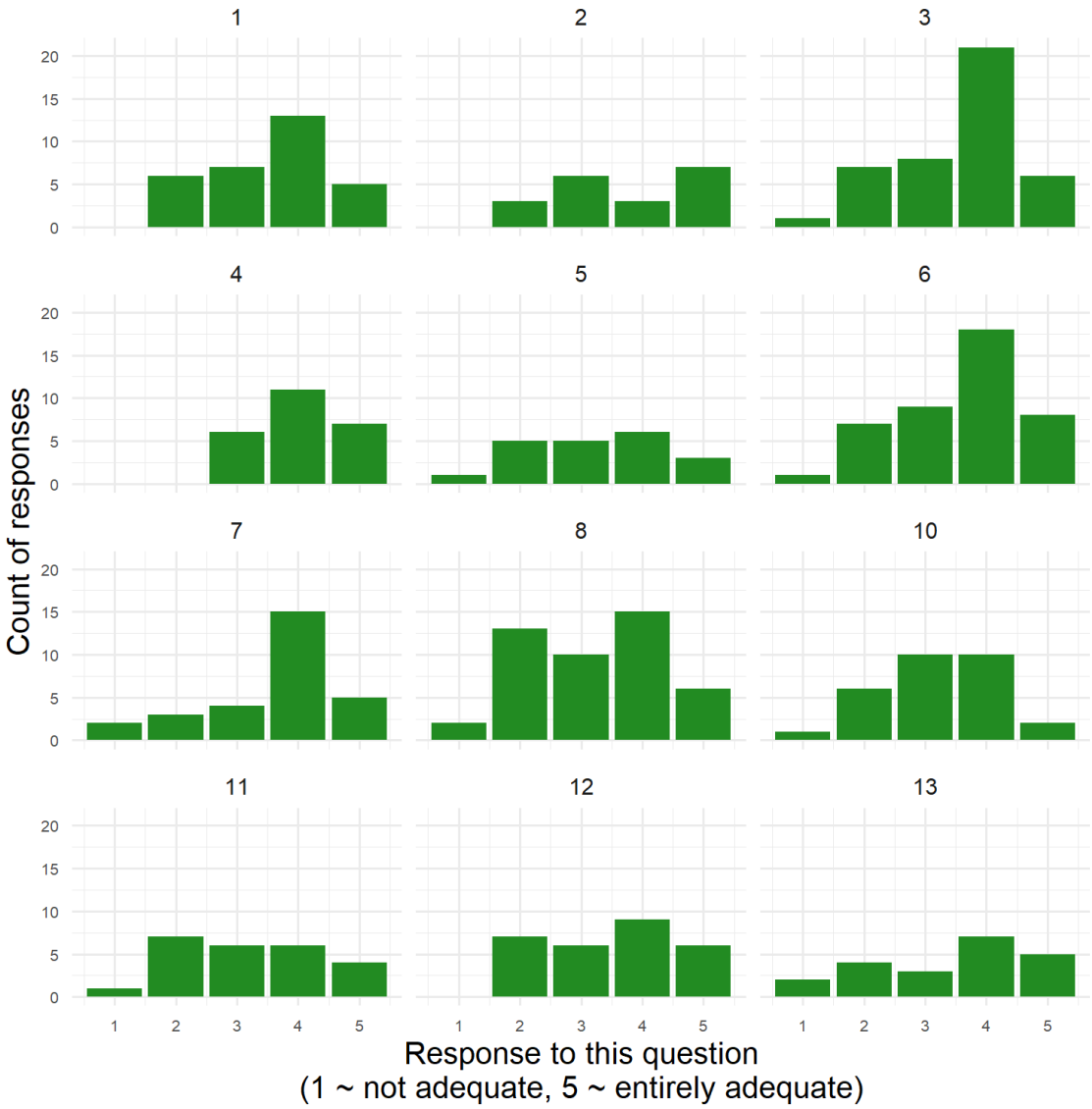
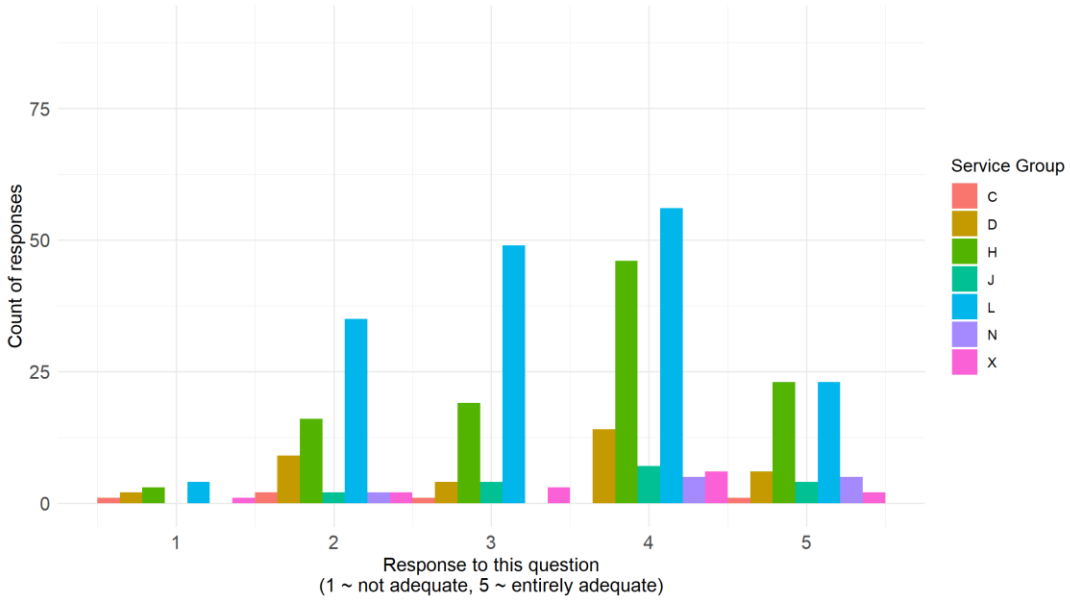


Figure 16. Responses, Question 4, by UNISON Service Group.
Breakdown of responses to question, by service group
Codes as in Appendix 3.



Question 5: employer consultations

Question 5 asked "To what extent do available resources allow the branch to respond to consultations from employers?". A response of 1 meant "not at all", and a response of 5 meant "completely". The responses are as shown below in Figure 17, which does not provide a breakdown by region or service group. Figure 18 shows a breakdown by UNISON Region, and Figure 19 shows a breakdown by UNISON Service Group.

Figure 17. Responses, Question 5, overall.
Responses to question - all UNISON branches

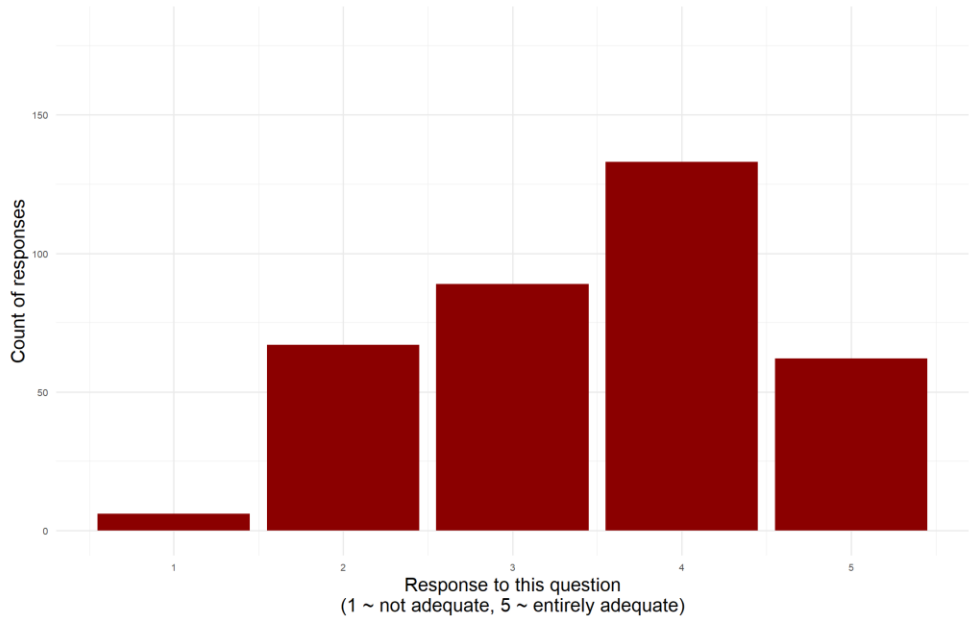


Figure 18. Responses, Question 5, by UNISON Region.

Breakdown of responses to question, by region
Region numeric codes as in Appendix 2.

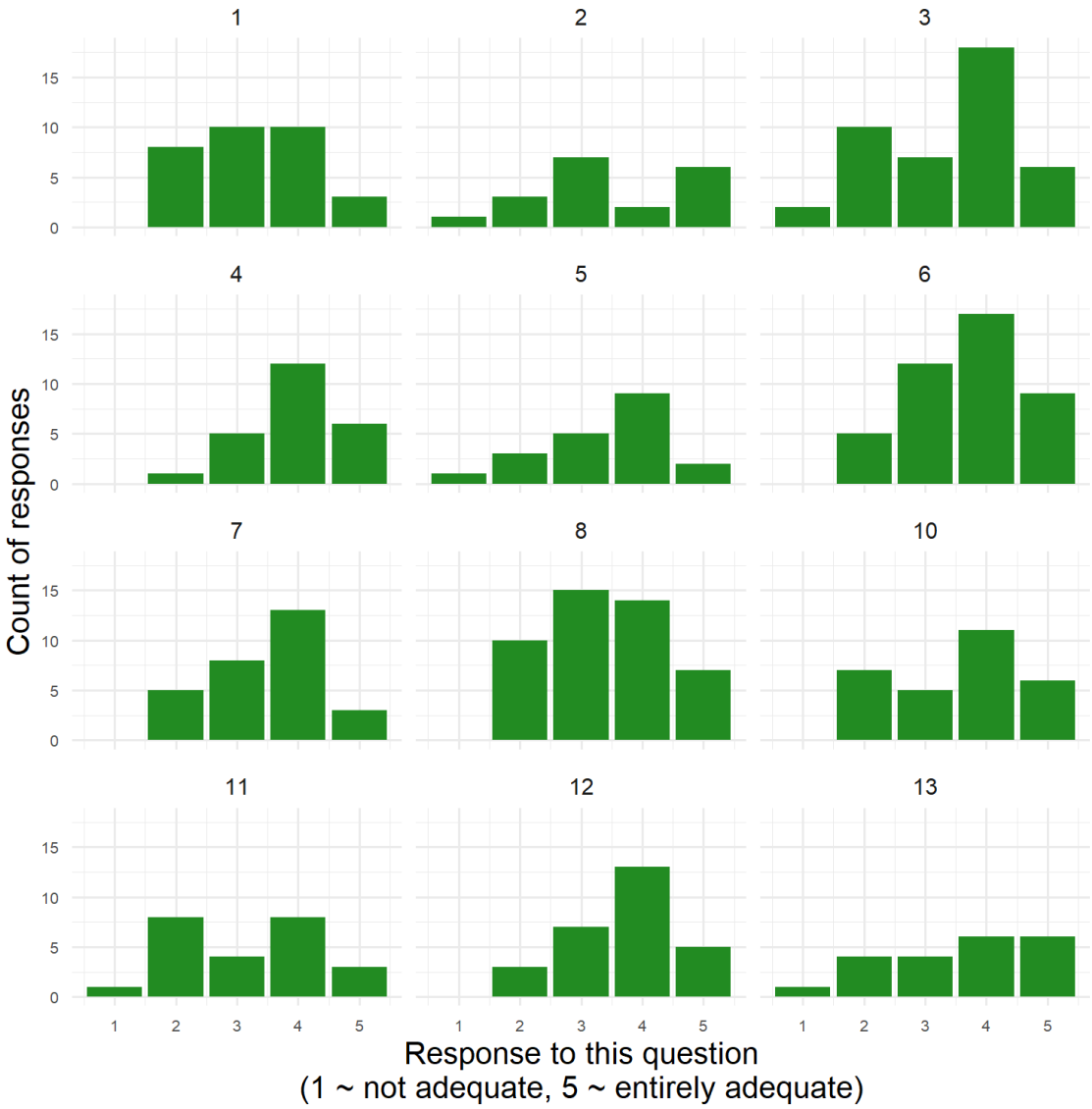
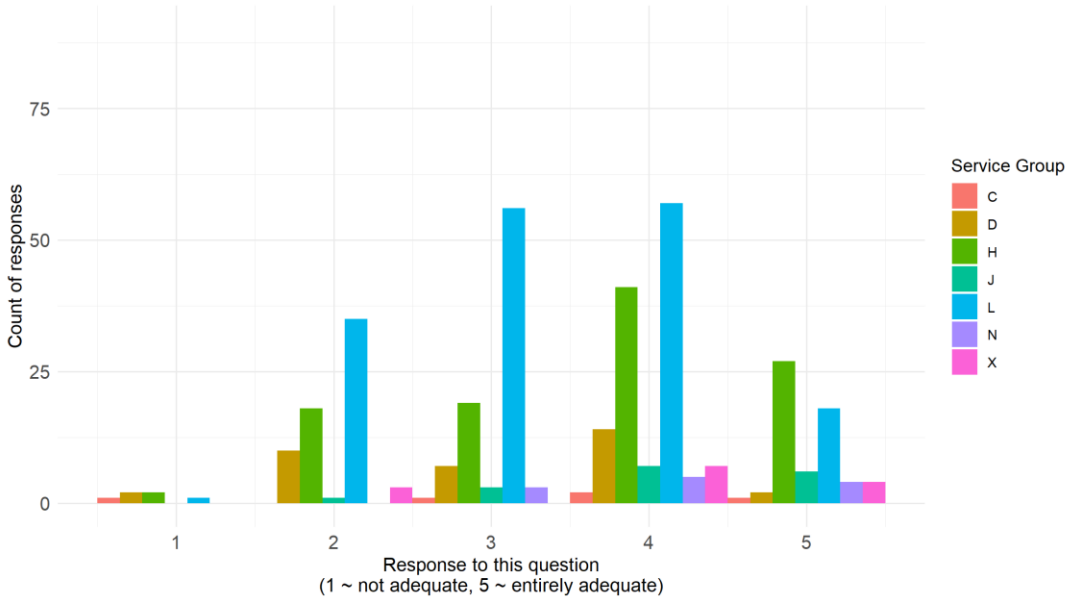


Figure 19. Responses, Question 5, by UNISON Service Group.
Breakdown of responses to question, by service group
Codes as in Appendix 3.



Question 6: health & safety

Question 6 asked "To what extent is the branch's ability to represent members on health and safety matters supported by the systems and resources UNISON makes available?" A response of 1 meant "not at all", and a response of 5 meant "completely". The responses are as shown below in Figure 20, which does not provide a breakdown by region or service group. Figure 21 shows a breakdown by UNISON Region, and Figure 22 shows a breakdown by UNISON Service Group.

Figure 20. Responses, Question 6, overall.
Responses to question - all UNISON branches

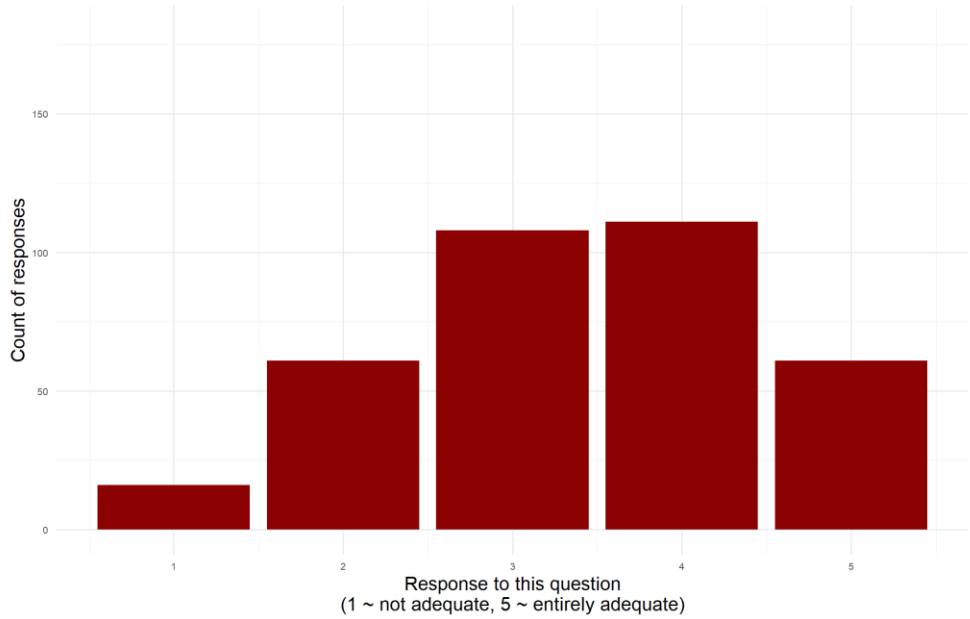


Figure 21. Responses, Question 6, by UNISON Region.

Breakdown of responses to question, by region
Region numeric codes as in Appendix 2.

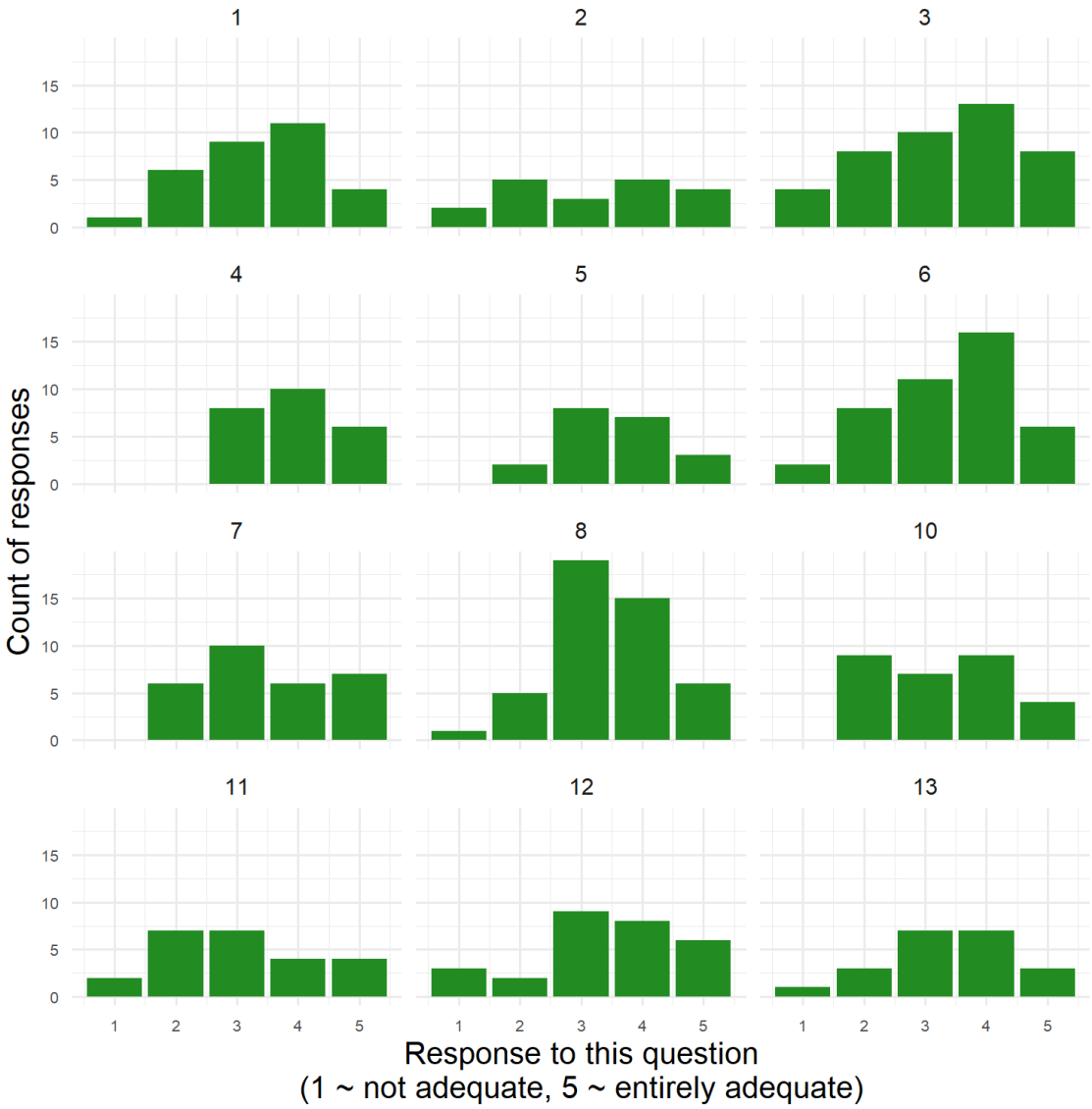
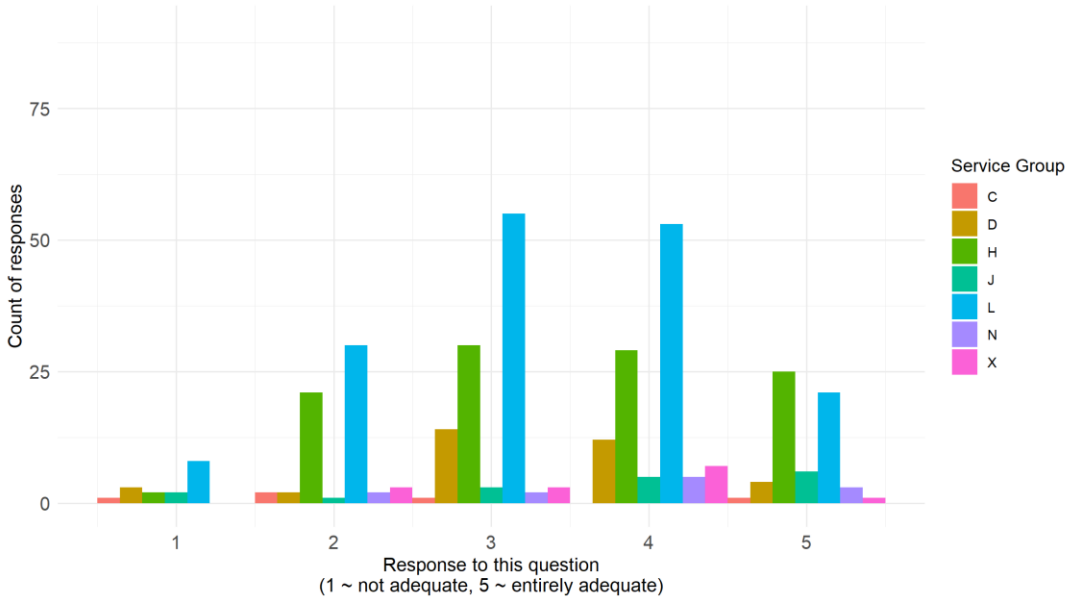


Figure 22. Responses, Question 6, by UNISON Service Group.
Breakdown of responses to question, by service group
Codes as in Appendix 3.



Question 7: campaigning

Question 7 asked "To what extent does UNISON provide the right resources to enable the branch to campaign in accordance with UNISON policy?". A response of 1 meant "not at all", and a response of 5 meant "completely". The responses are as shown below in Figure 23, which does not provide a breakdown by region or service group. Figure 24 shows a breakdown by UNISON Region, and Figure 25 shows a breakdown by UNISON Service Group.

Figure 23. Responses, Question 7, overall.
Responses to question - all UNISON branches

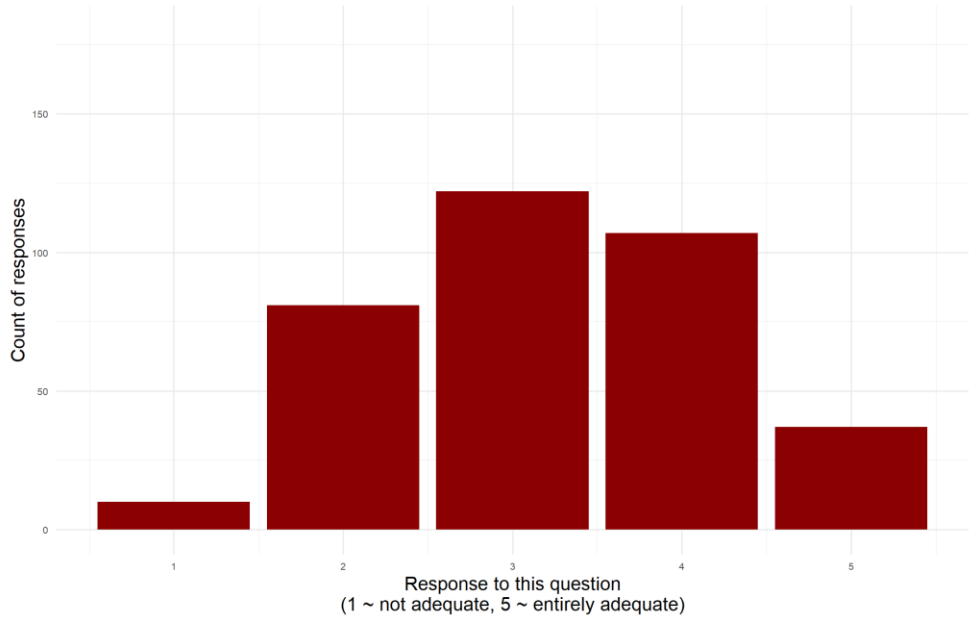


Figure 24. Responses, Question 7, by UNISON Region.

Breakdown of responses to question, by region
Region numeric codes as in Appendix 2.

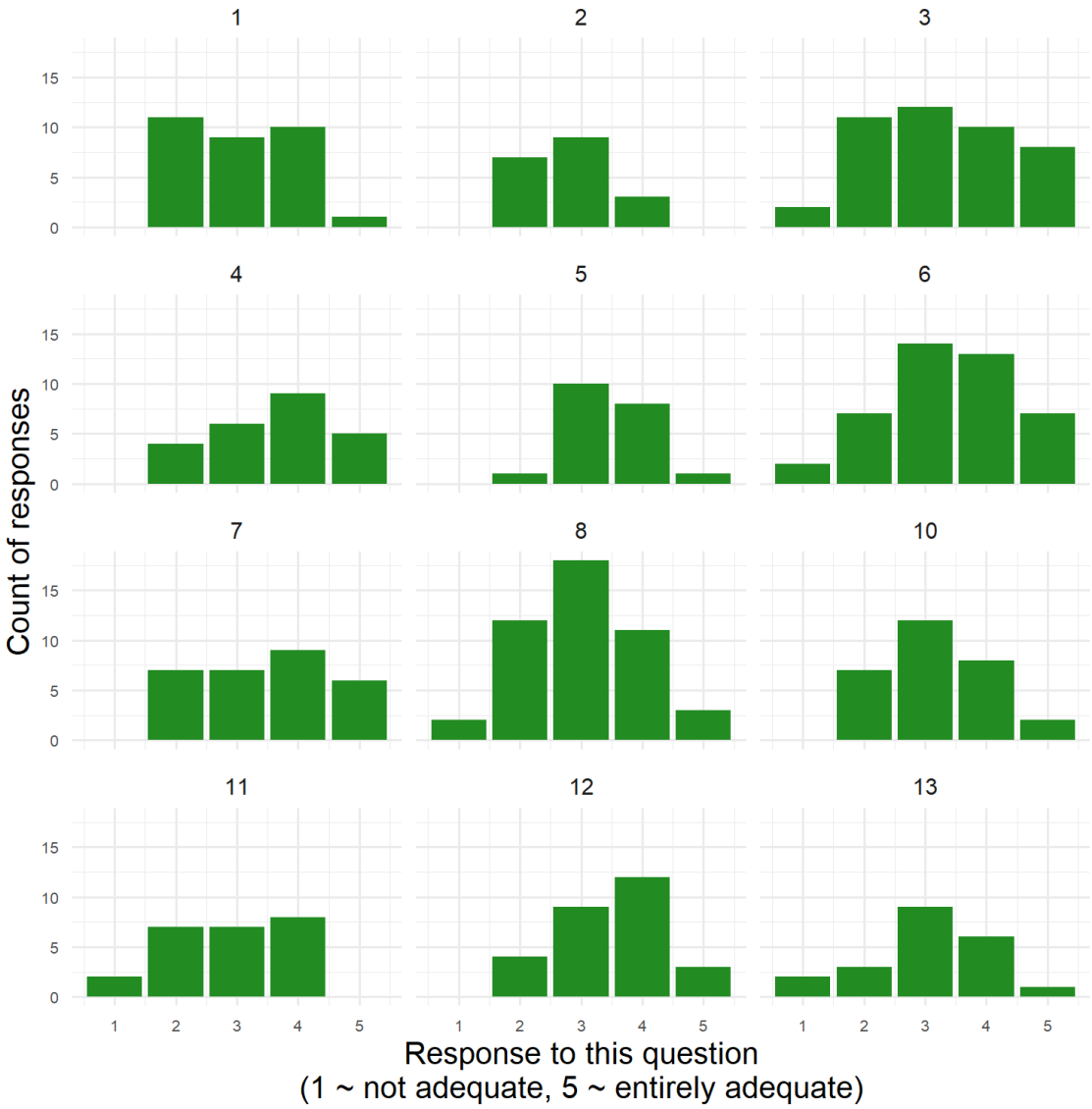
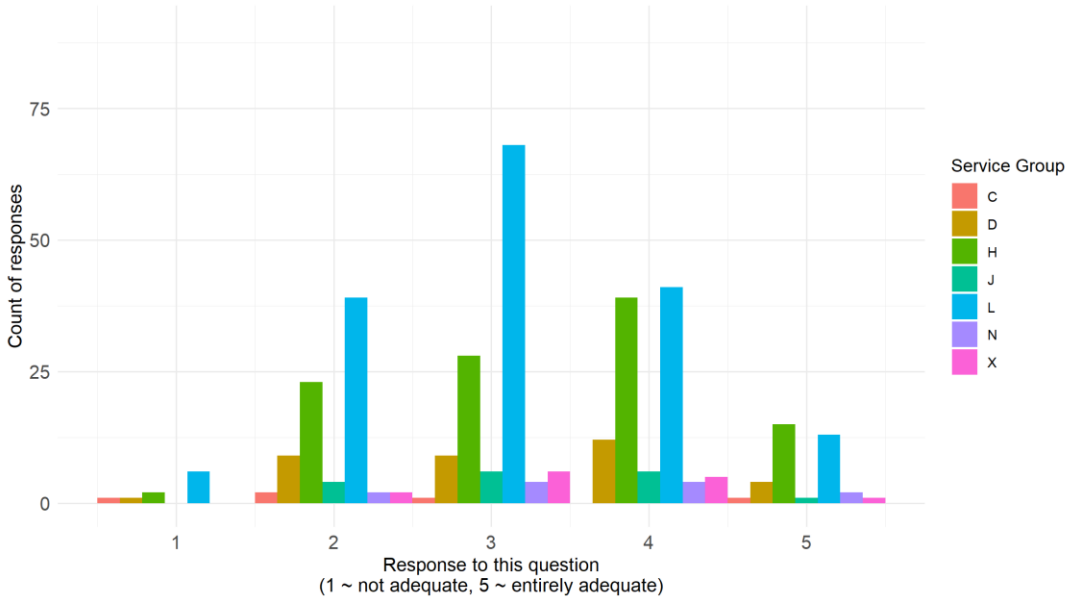


Figure 25. Responses, Question 7, by UNISON Service Group.
Breakdown of responses to question, by service group
Codes as in Appendix 3.



Question 8: communications with members

Question 8 asked "To what extent do available resources and systems allow the branch to maintain regular communications and consultations with members?". A response of 1 meant "not at all", and a response of 5 meant "completely". The responses are as shown below in Figure 26, which does not provide a breakdown by region or service group. Figure 27 shows a breakdown by UNISON Region, and Figure 28 shows a breakdown by UNISON Service Group.

Figure 26. Responses, Question 8, overall.
Responses to question - all UNISON branches

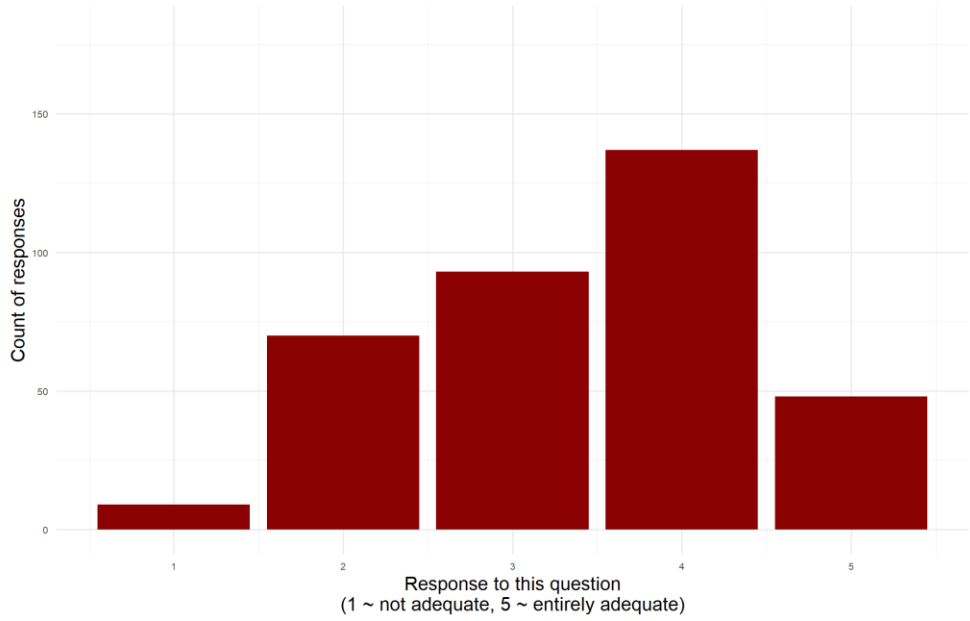


Figure 27. Responses, Question 8, by UNISON Region

Breakdown of responses to question, by region
Region numeric codes as in Appendix 2.

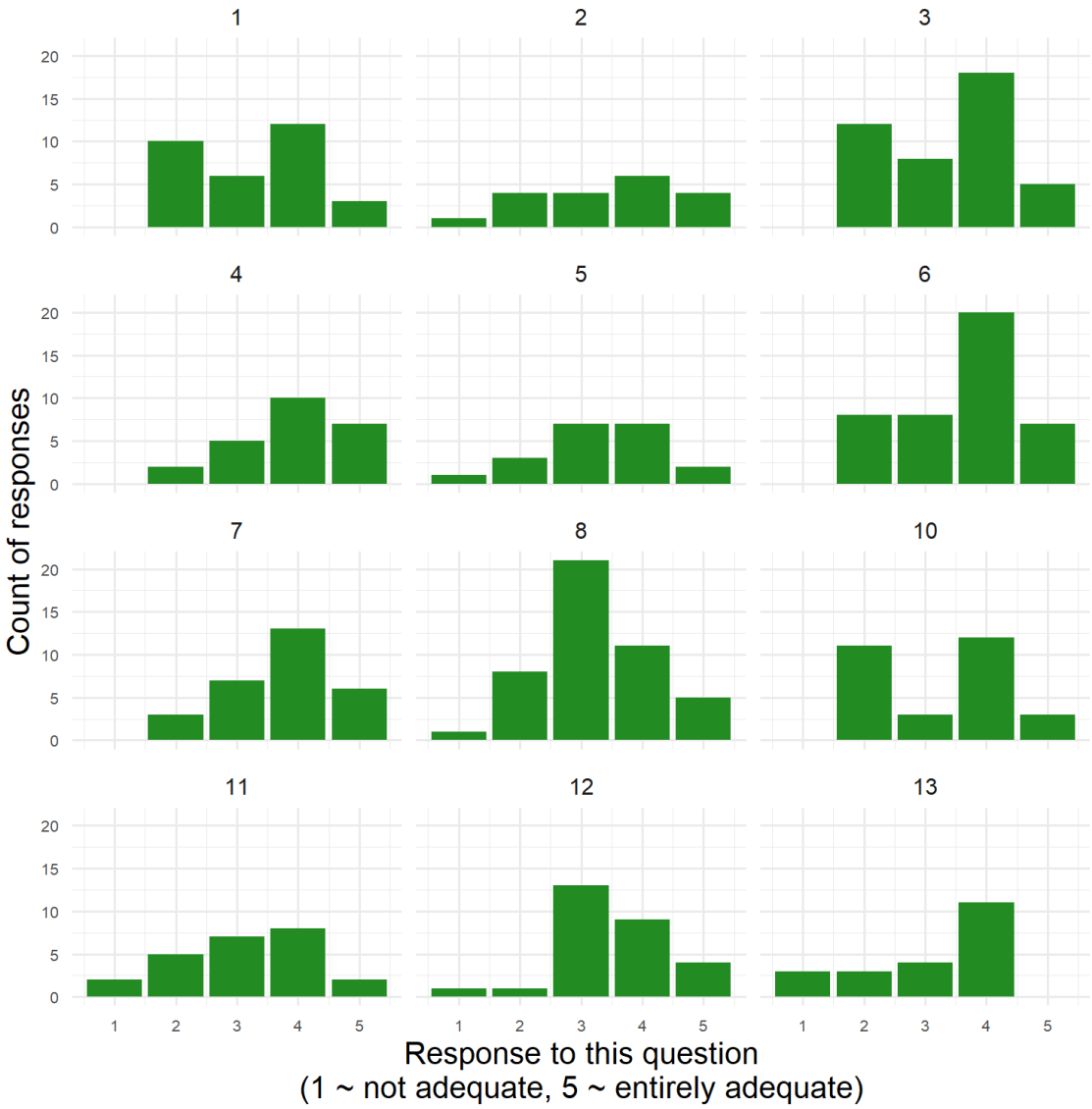
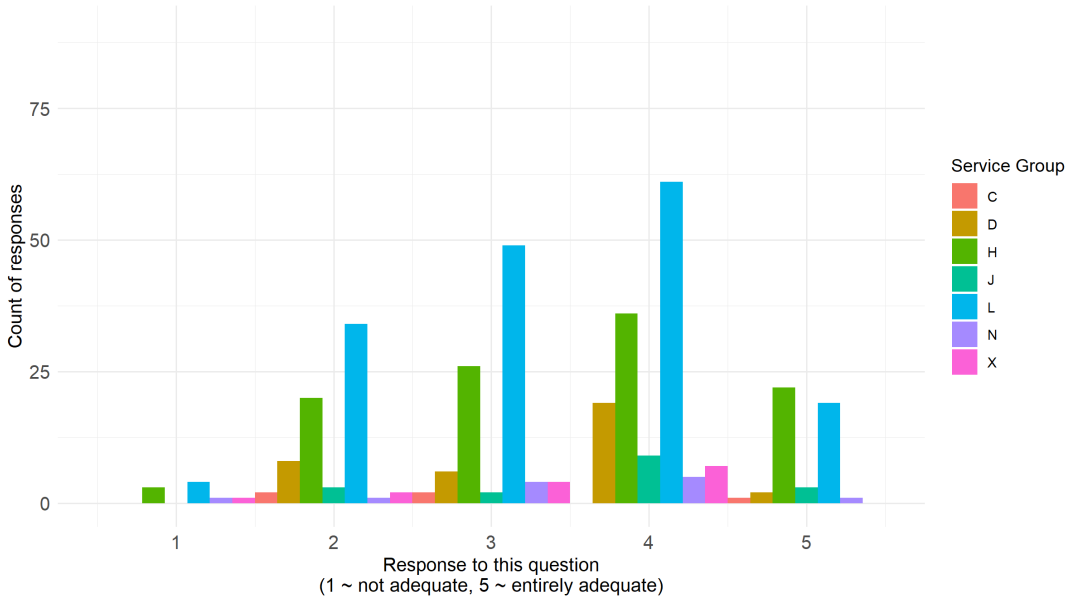


Figure 28. Responses, Question 8, by UNISON Service Group.
Breakdown of responses to question, by service group
Codes as in Appendix 3.



Question 9: education & development

Question 9 asked "To what extent do available resources allow the branch to support the education of members and the development of activists?" A response of 1 meant "not at all", and a response of 5 meant "very well". The responses are as shown below in Figure 29, which does not provide a breakdown by region or service group. Figure 30 shows a breakdown by UNISON Region, and Figure 31 shows a breakdown by UNISON Service Group.

Figure 29. Responses, Question 9, overall.
Responses to question - all UNISON branches

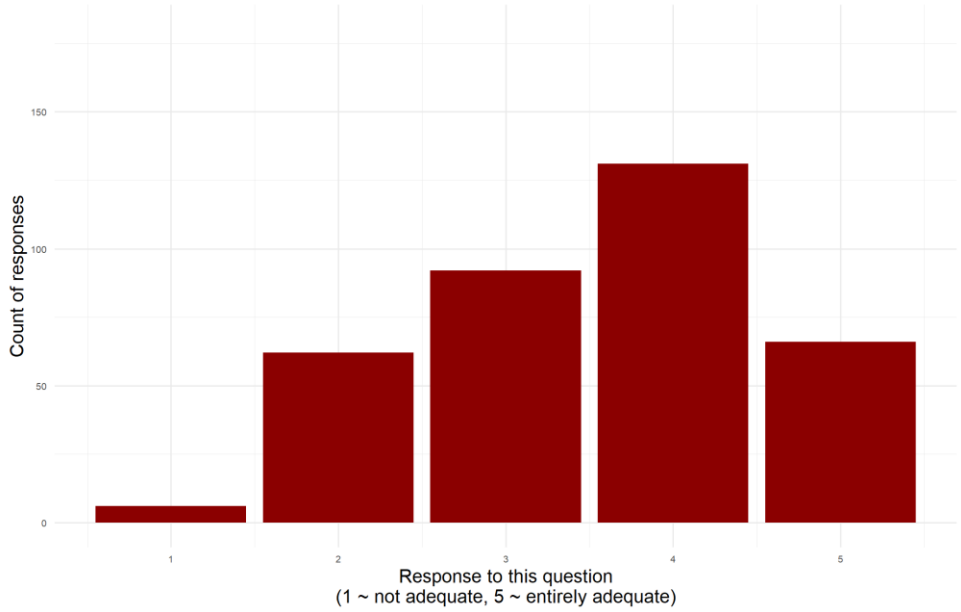


Figure 30. Responses, Question 9, by UNISON Region.

Breakdown of responses to question, by region
Region numeric codes as in Appendix 2.

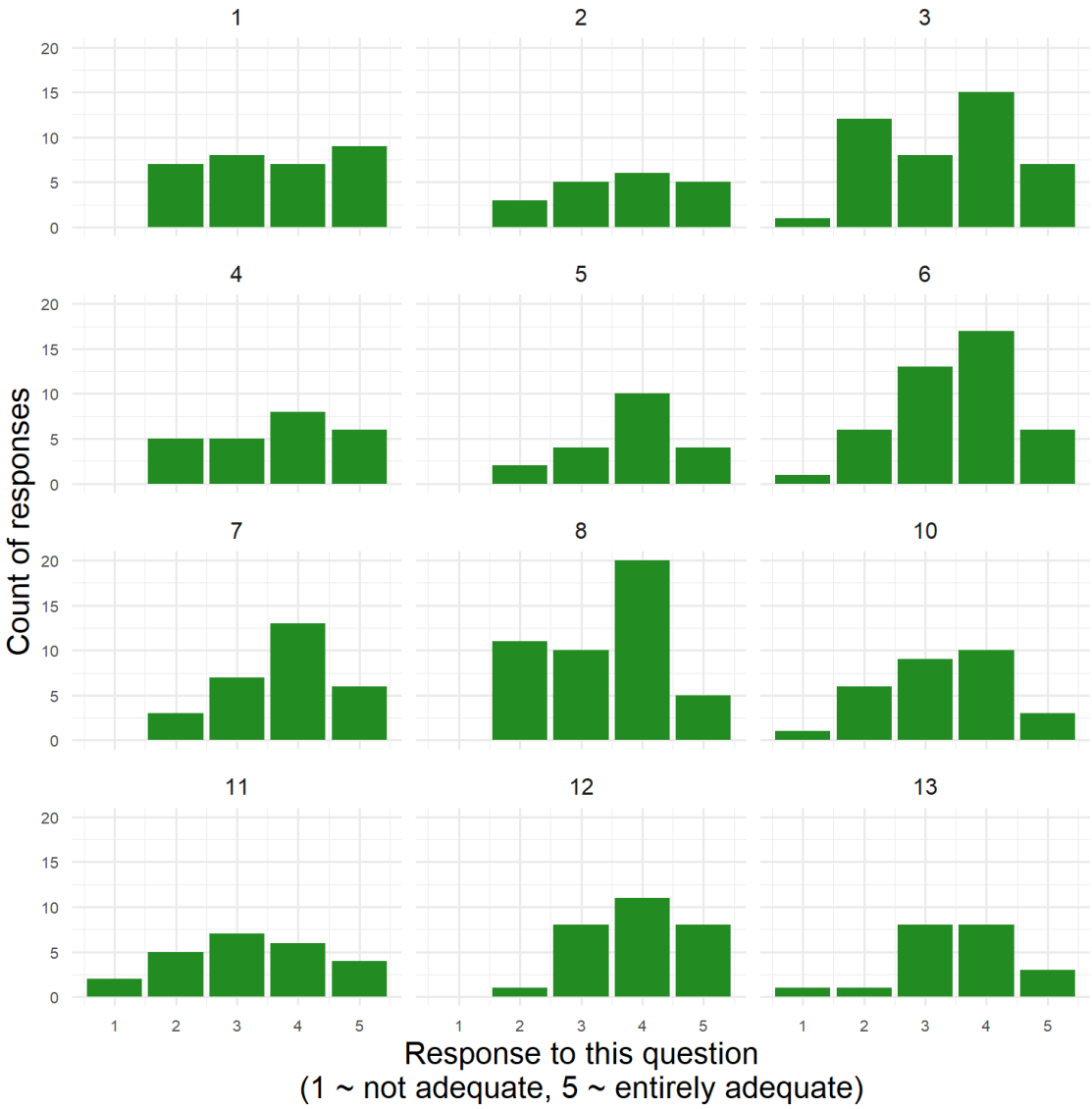
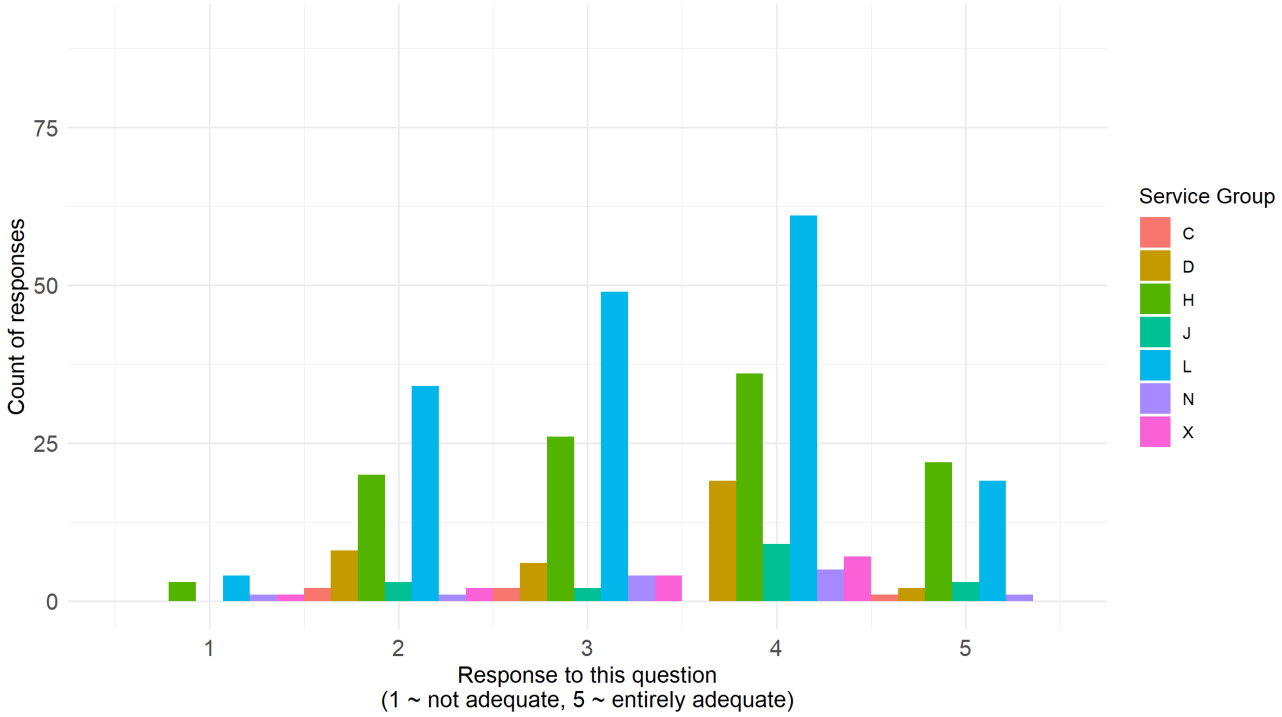


Figure 28. Responses, Question 8, by UNISON Service Group.

Breakdown of responses to question, by service group
Codes as in Appendix 3.



Question 10: democratic participation

Question 10 asked "To what extent do available resources allow the branch to support the education of members and the development of activists?". A response of 1 meant "not at all", and a response of 5 meant "completely". The responses are as shown below in Figure 32, which does not provide a breakdown by region or service group. Figure 33 shows a breakdown by UNISON Region, and Figure 34 shows a breakdown by UNISON Service Group.

Figure 32. Responses, Question 10, overall.

Responses to question - all UNISON branches

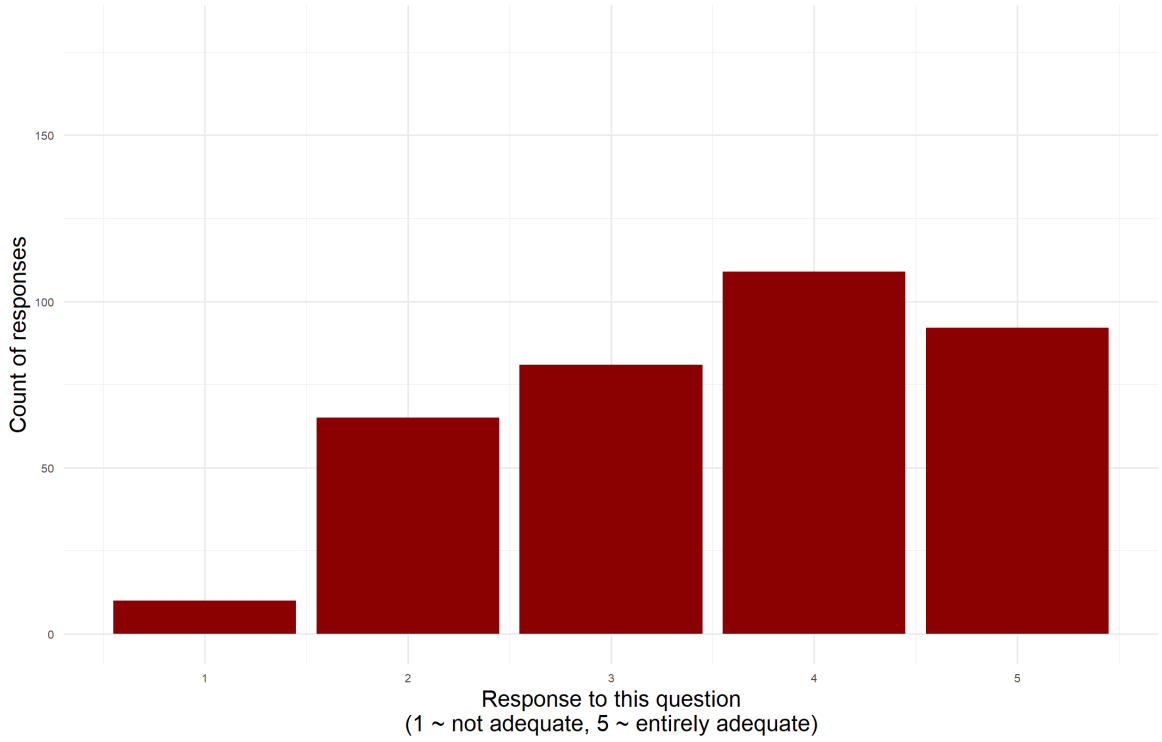


Figure 33. Responses, Question 10, by UNISON Region.

Breakdown of responses to question, by region
Region numeric codes as in Appendix 2.

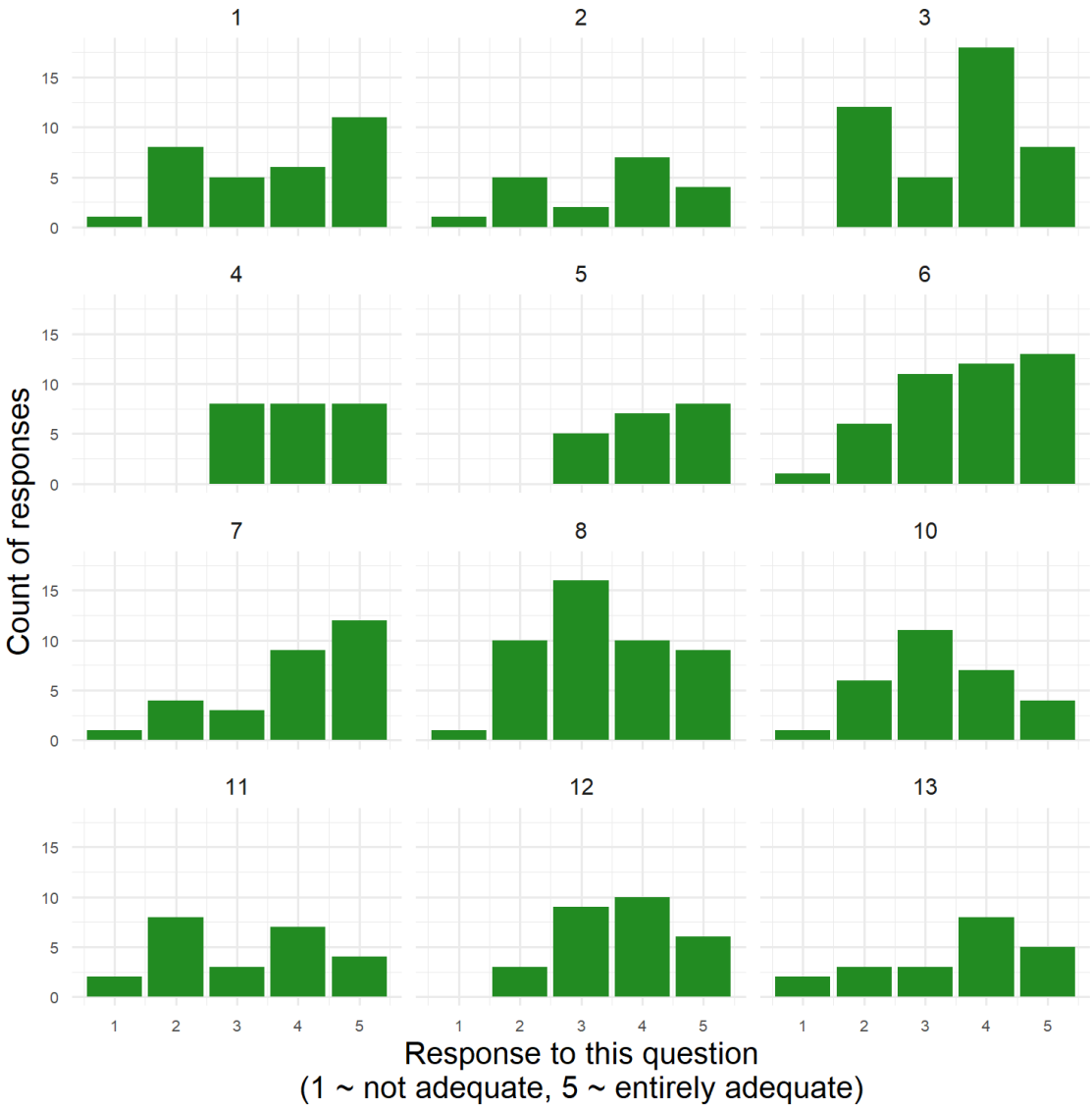
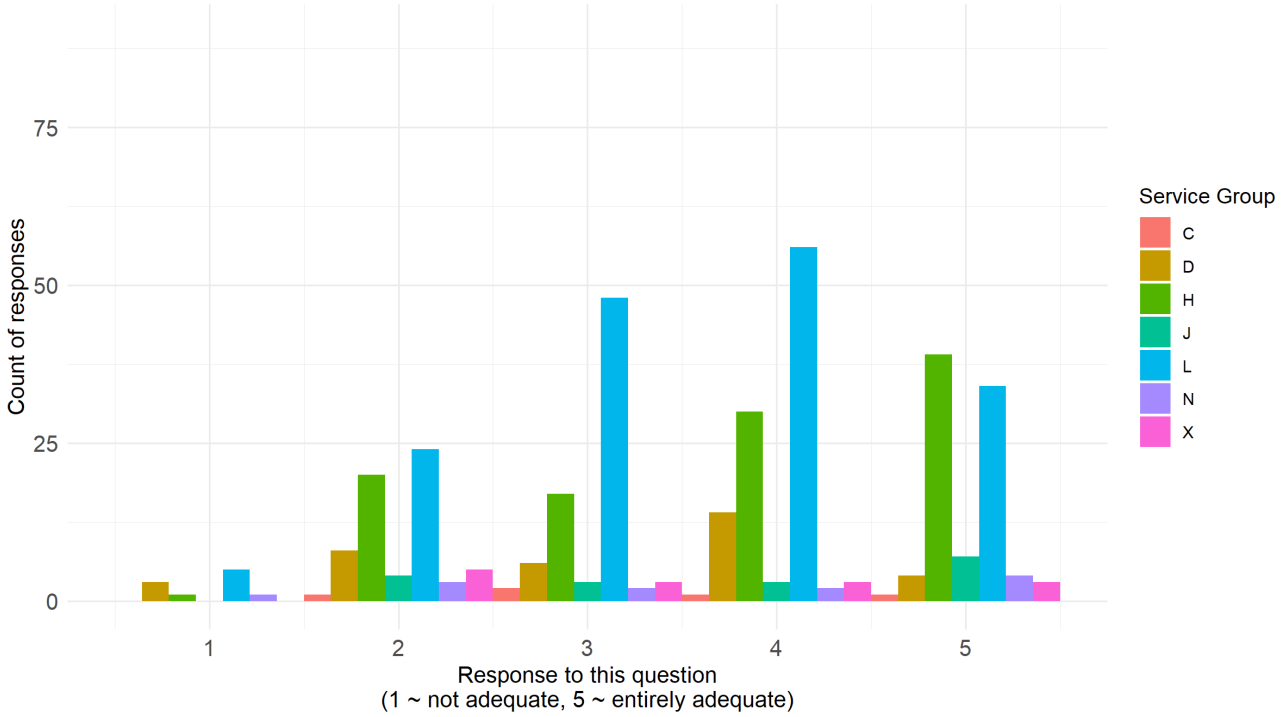


Figure 34. Responses, Question 10, by UNISON Service Group.

Breakdown of responses to question, by service group
Codes as in Appendix 3.



Question 11: membership administration

Question 11 asked "To what extent does the branch find it easy to keep membership records up to date through the WARMS (web access RMS) system provided by UNISON?". A response of 1 meant "not at all", and a response of 5 meant "very easily". The responses are as shown below in Figure 35, which does not provide a breakdown by region or service group. Figure 36 shows a breakdown by UNISON Region, and Figure 37 shows a breakdown by UNISON Service Group.

Figure 35. Responses, Question 11, overall.

Responses to question - all UNISON branches

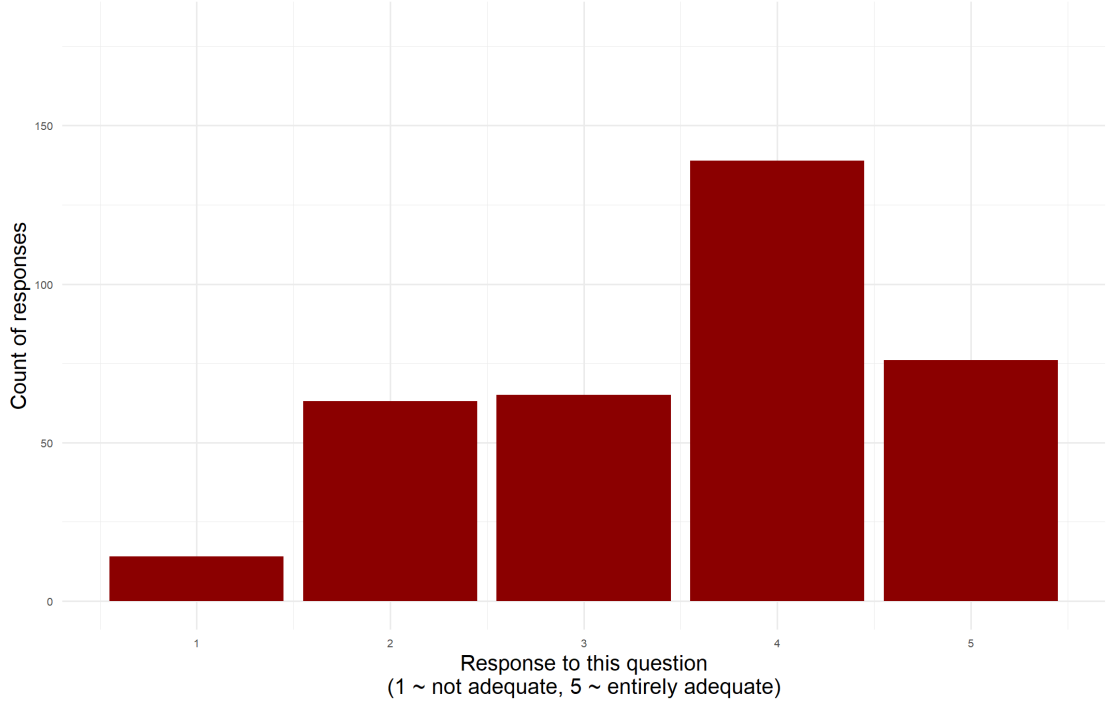


Figure 36. Responses, Question 11, by UNISON Region.

Breakdown of responses to question, by region
Region numeric codes as in Appendix 2.

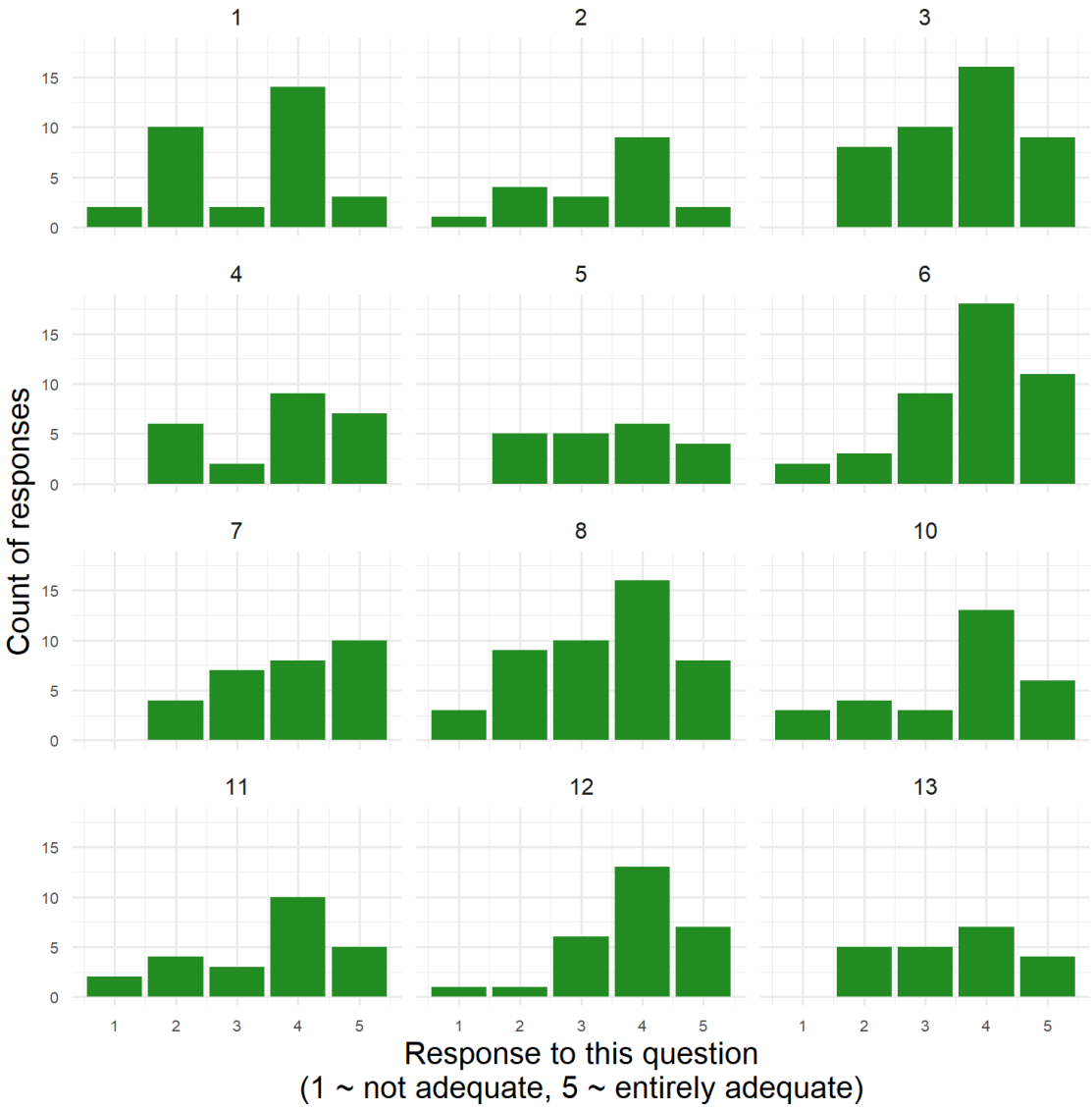
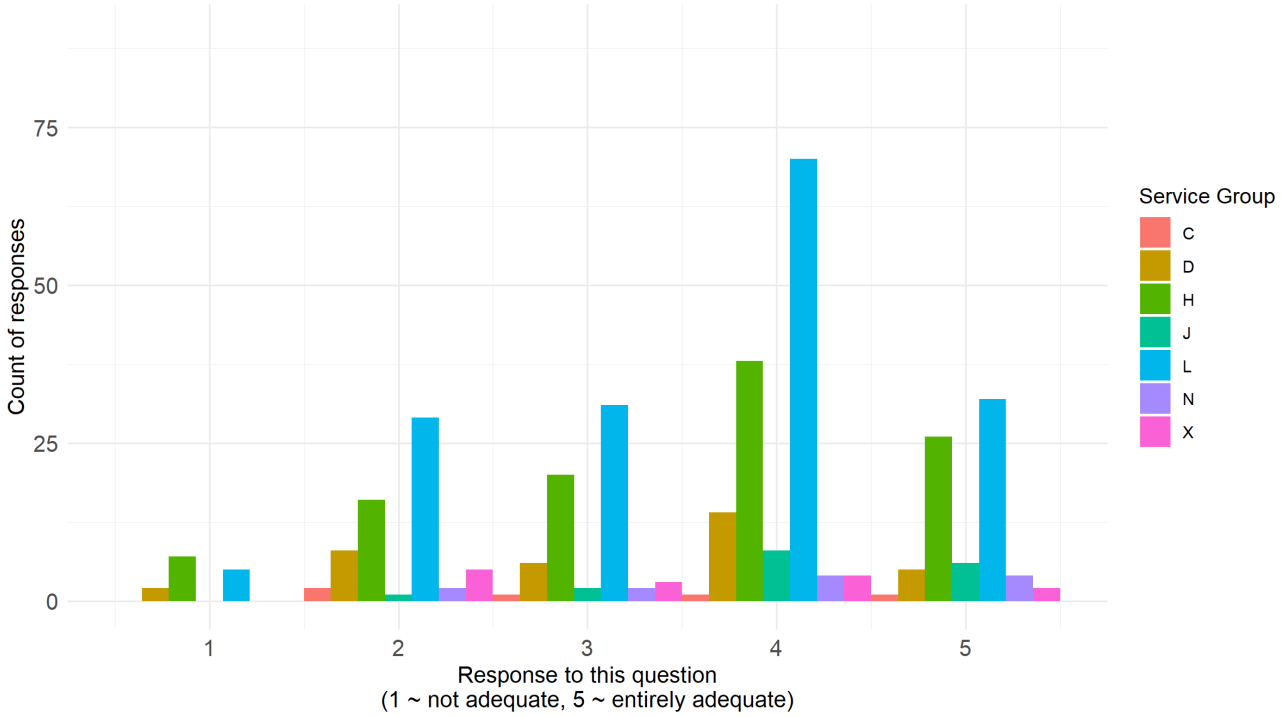


Figure 37. Responses, Question 11, by UNISON Service Group.

Breakdown of responses to question, by service group
Codes as in Appendix 3.



Question 12: financial administration

Question 12 asked "To what extent do the systems provided by UNISON (including OLBA) allow the branch to manage its finances effectively?" . A response of 1 meant "not at all", and a response of 5 meant "very well". The responses are as shown below in Figure 38, which does not provide a breakdown by region or service group. Figure 39 shows a breakdown by UNISON Region, and Figure 40 shows a breakdown by UNISON Service Group.

Figure 38. Responses, Question 12, overall.

Responses to question - all UNISON branches

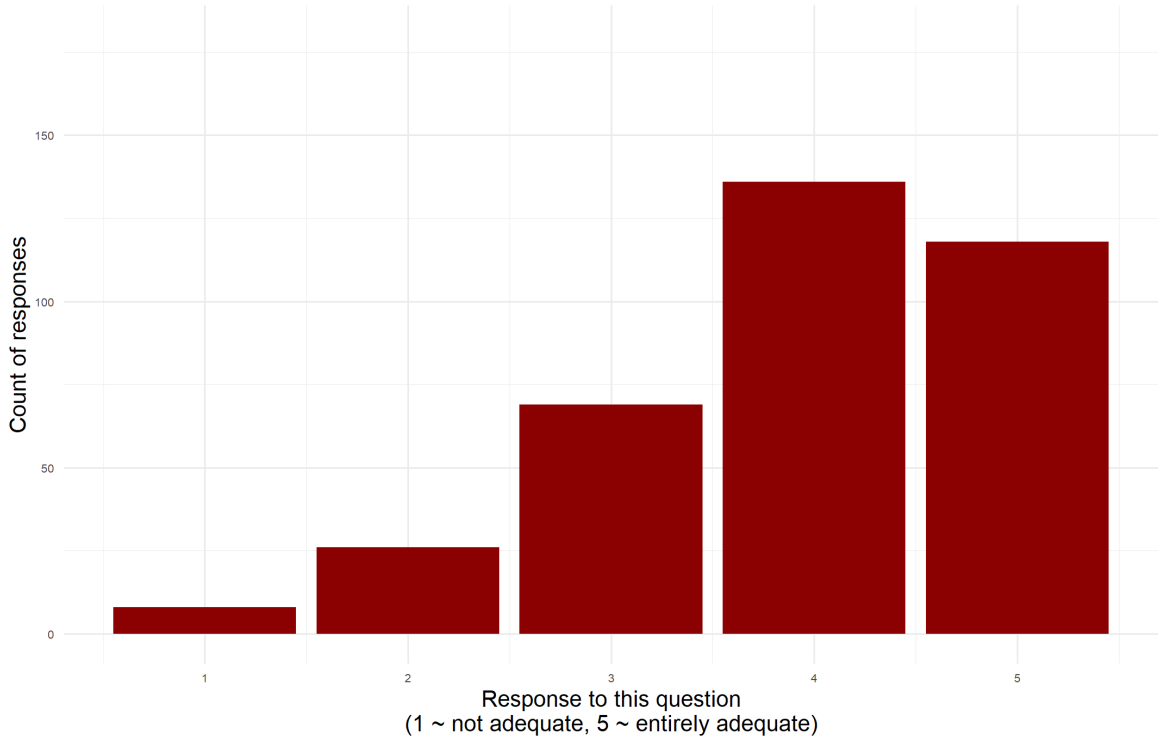


Figure 39. Responses, Question 12, by UNISON Region.

Breakdown of responses to question, by region
Region numeric codes as in Appendix 2.

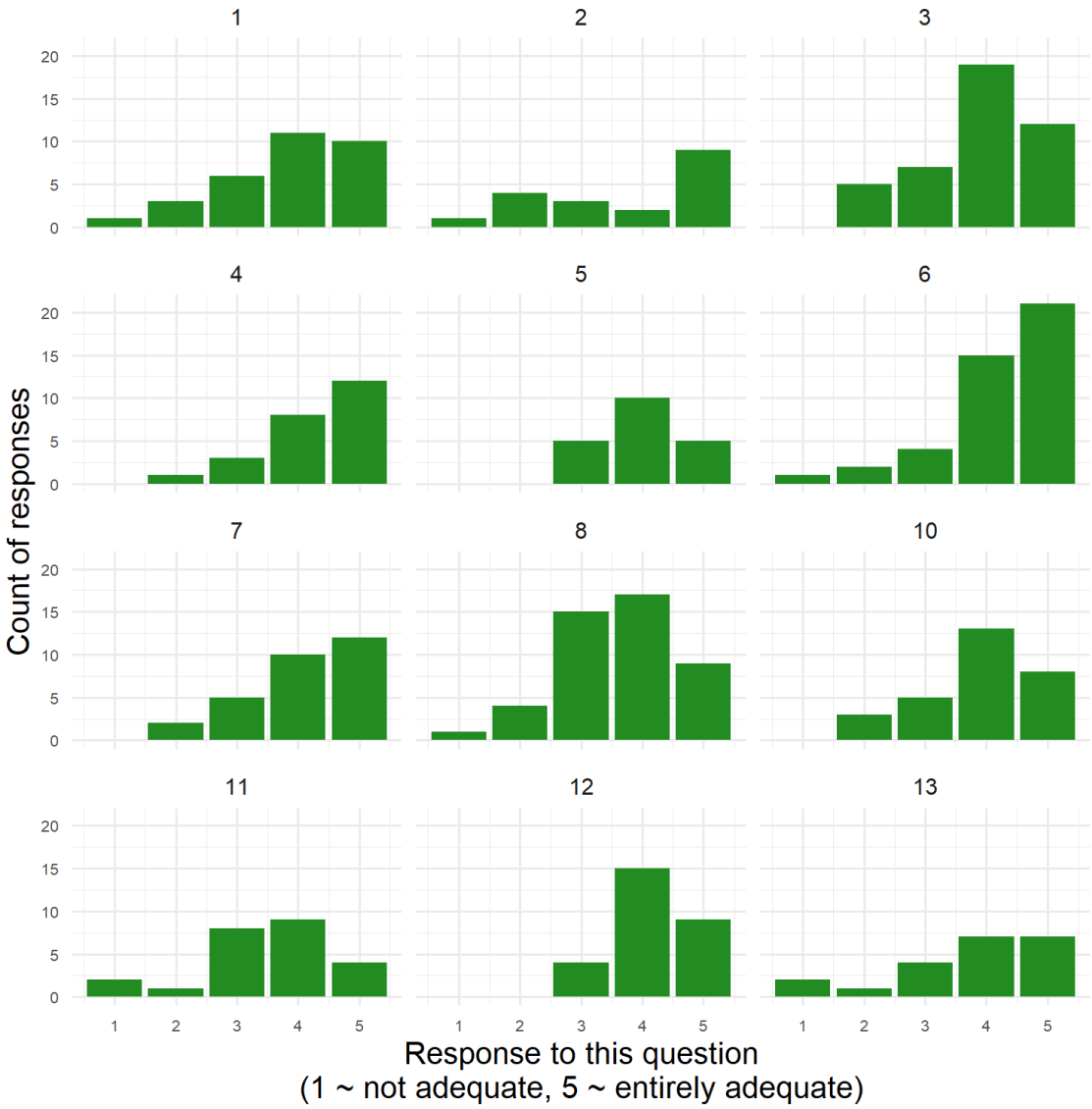
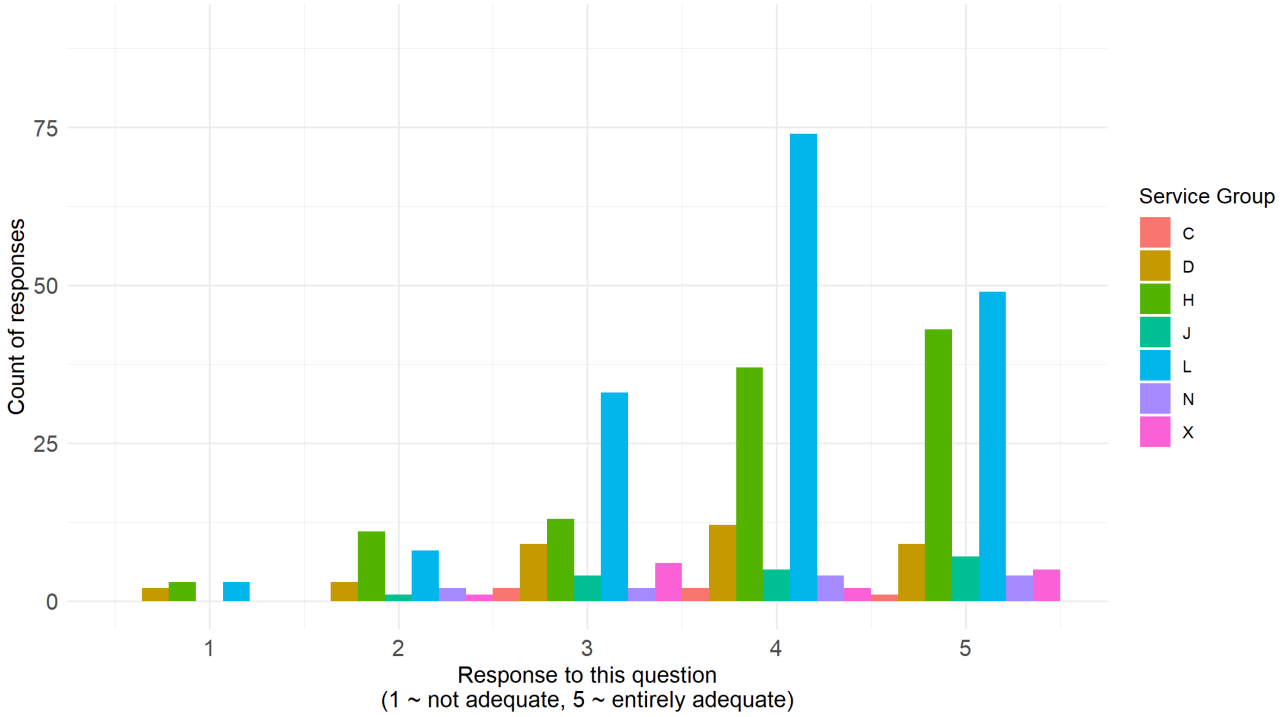


Figure 40. Responses, Question 12, by UNISON Service Group.
Breakdown of responses to question, by service group
Codes as in Appendix 3.



Question 13: of what would you do more?

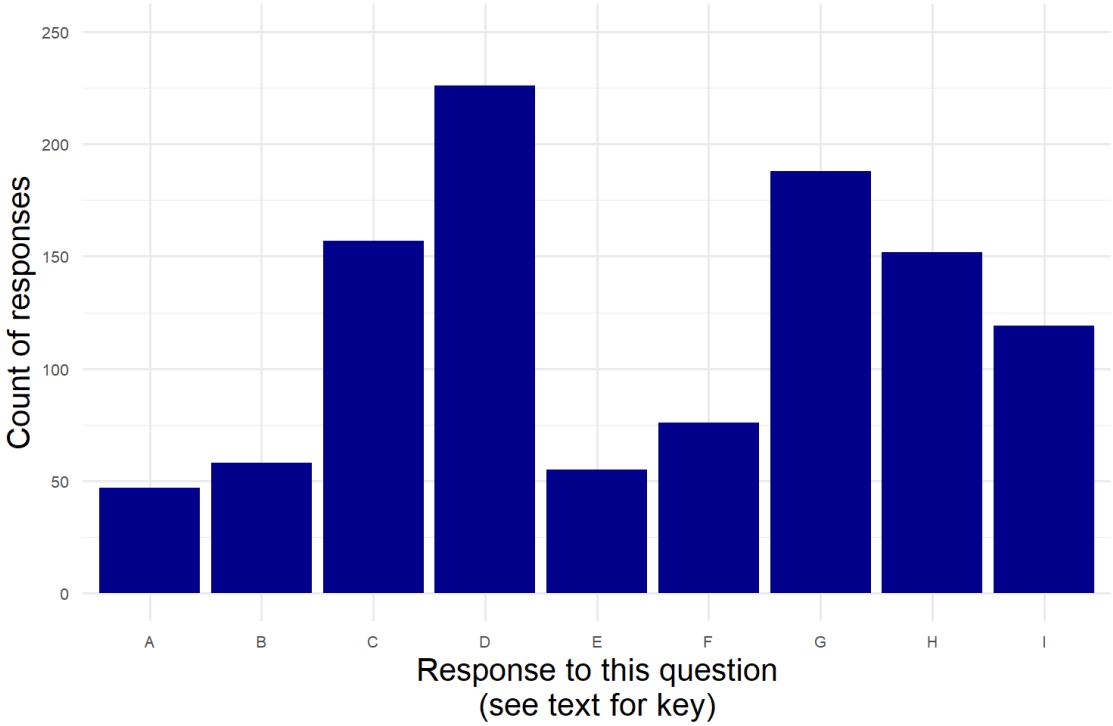
Question 13 had a different structure and asked Branches "Please pick from the following list the top THREE activities that your branch would like to do more of if it had the resources - time, systems, support, and finance - to do them effectively?". The eight options provided were (with the code used to represent them in the charts below):

- A - Negotiating with employer on pay and conditions;
- B - Participating in union democracy;
- C - Supporting members with representation and casework;
- D - Recruiting and retaining new members;
- E - Responding to employer consultations.
- F - Improving health and safety;
- G - Educating members and developing activists;
- H - Communicating and consulting with members;

I - Campaigning; The responses are as shown below in Figure 41, which does not provide a breakdown by region or service group. Figure 42 shows a breakdown by UNISON Region, and Figure 43 shows a breakdown by UNISON Service Group.

Figure 41. Responses, Question 13, overall.

Responses to question - all UNISON branches



QFigure 42. Responses, Question 13, by UNISON Region.

Breakdown of responses to question, by region
Region numeric codes as in Appendix 2.

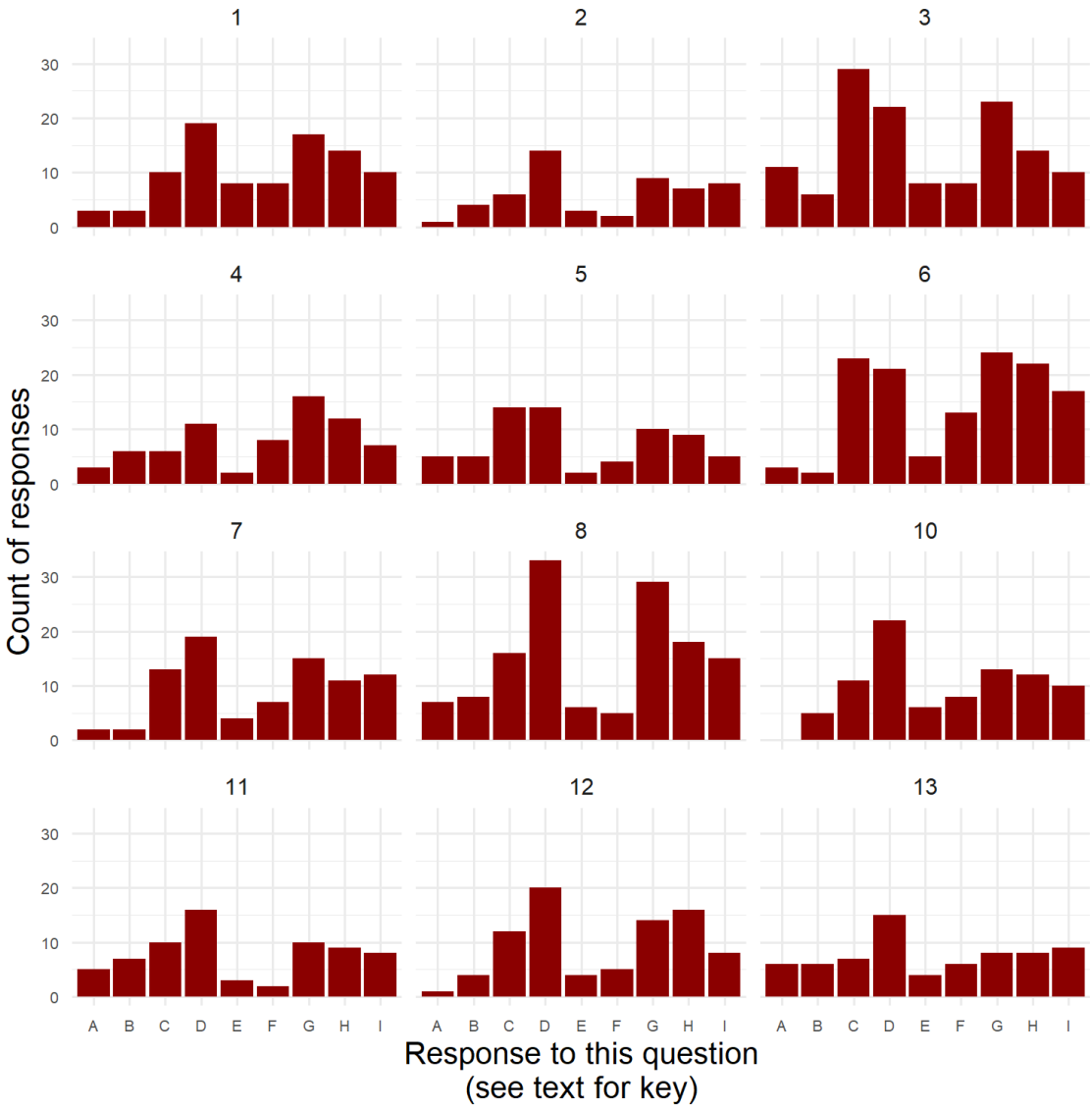
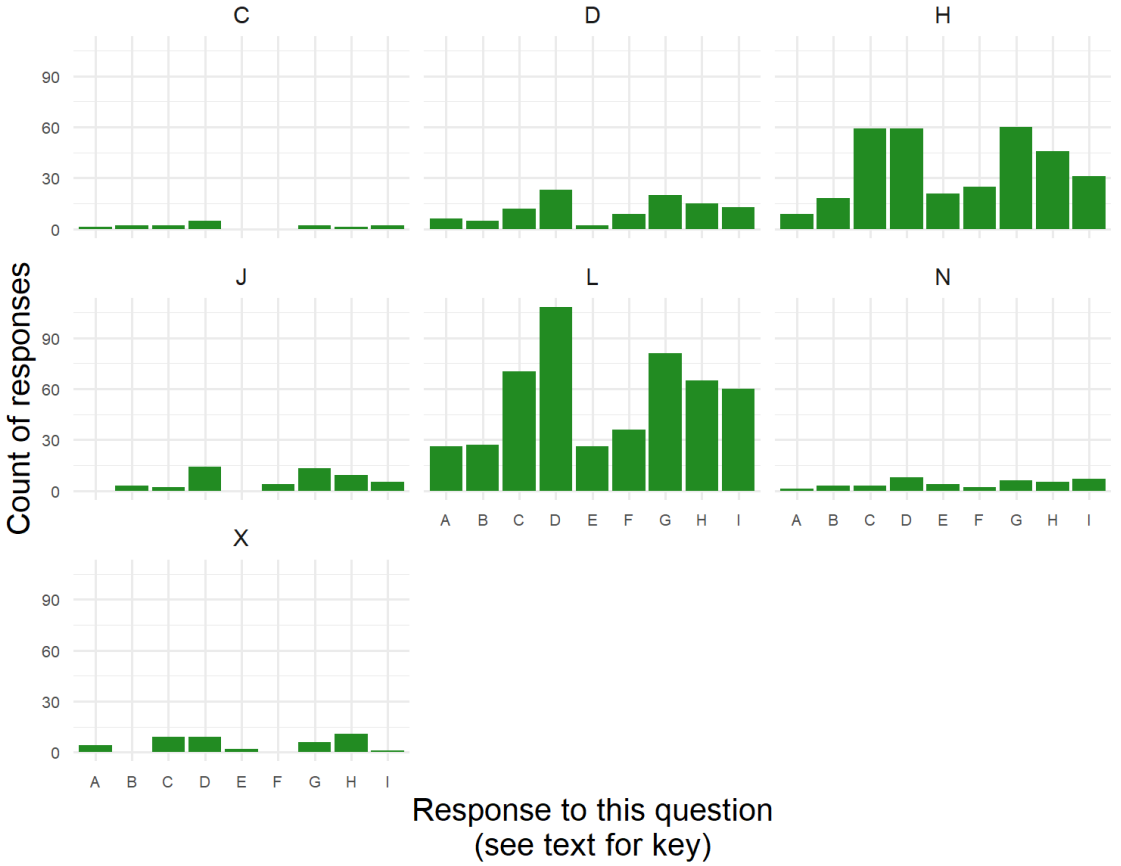


Figure 43. Responses, Question 13, by UNISON Service Gro

Breakdown of responses to question, by Service Group
Service Group codes as in Appendix 3.



Question 14: what do you need in order to do more?

Question 14 also had a different structure and asked Branches, considering their answer to Question 13, "For the three priorities you identified above, considered together, which THREE of the below would help you most?". The purpose of this question design was to encourage branches to think explicitly in terms of the issues which they identified as priorities. The five options provided were:

- A - More time (including facility time);
- B - Specific software or systems;
- C - Specific equipment;
- D - More regional support;
- E - More funding.

The responses are as shown below in Figure 44, which does not provide a breakdown by region or service group. Figure 45 shows a breakdown by UNISON Region, and Figure 46 shows a breakdown by UNISON Service Group.

Figure 44. Responses, Question 14, overall.

Responses to question - all UNISON branches

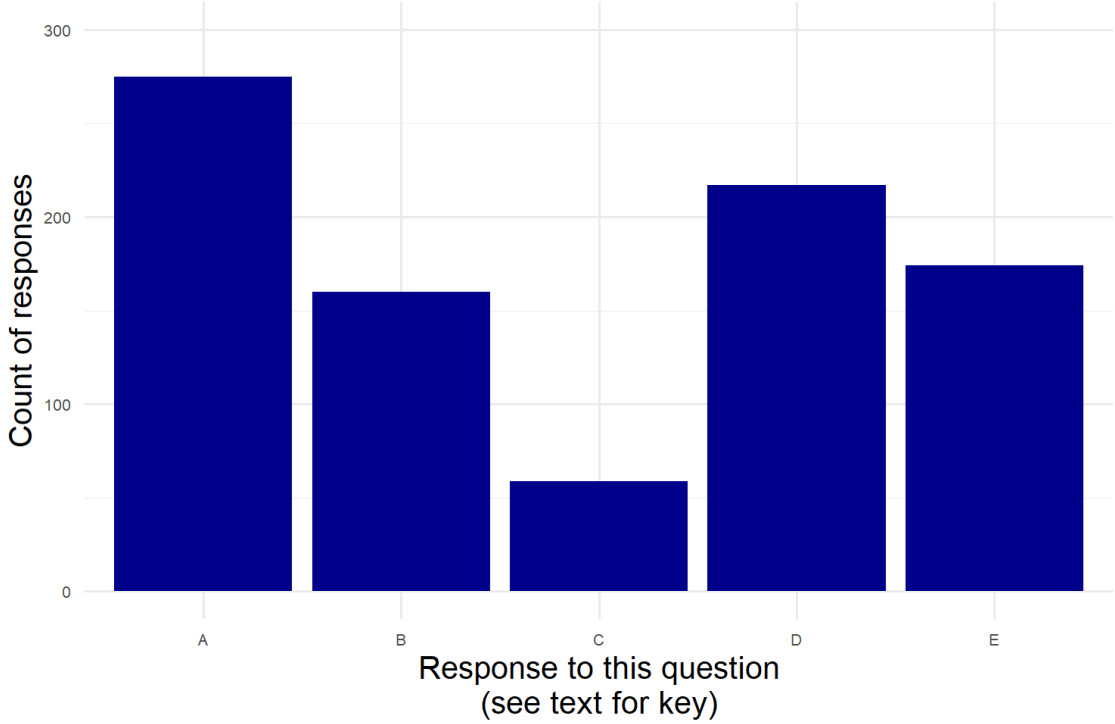


Figure 45. Responses, Question 14, by UNISON Region.

Breakdown of responses to question, by region
Region numeric codes as in Appendix 2.

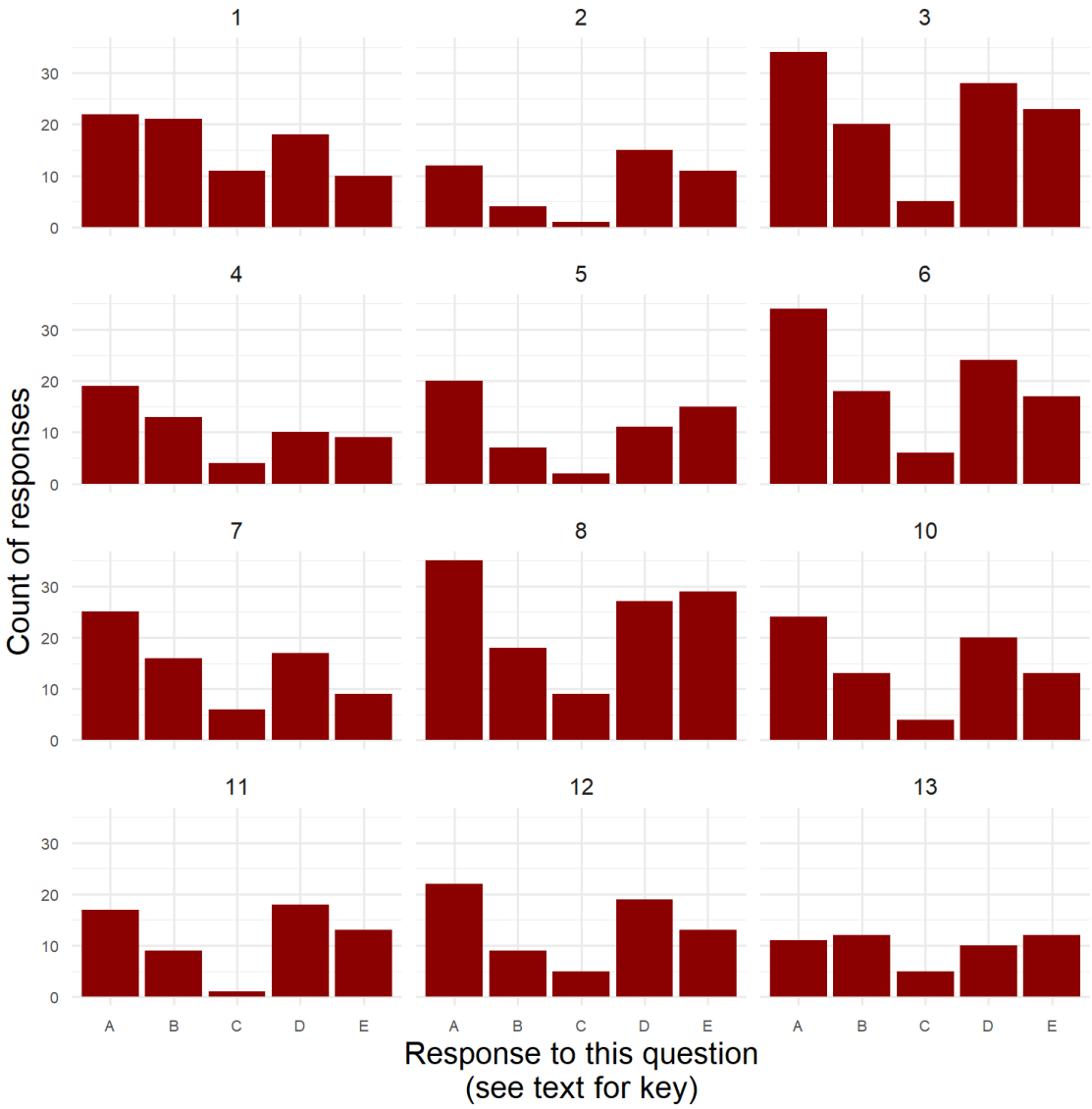
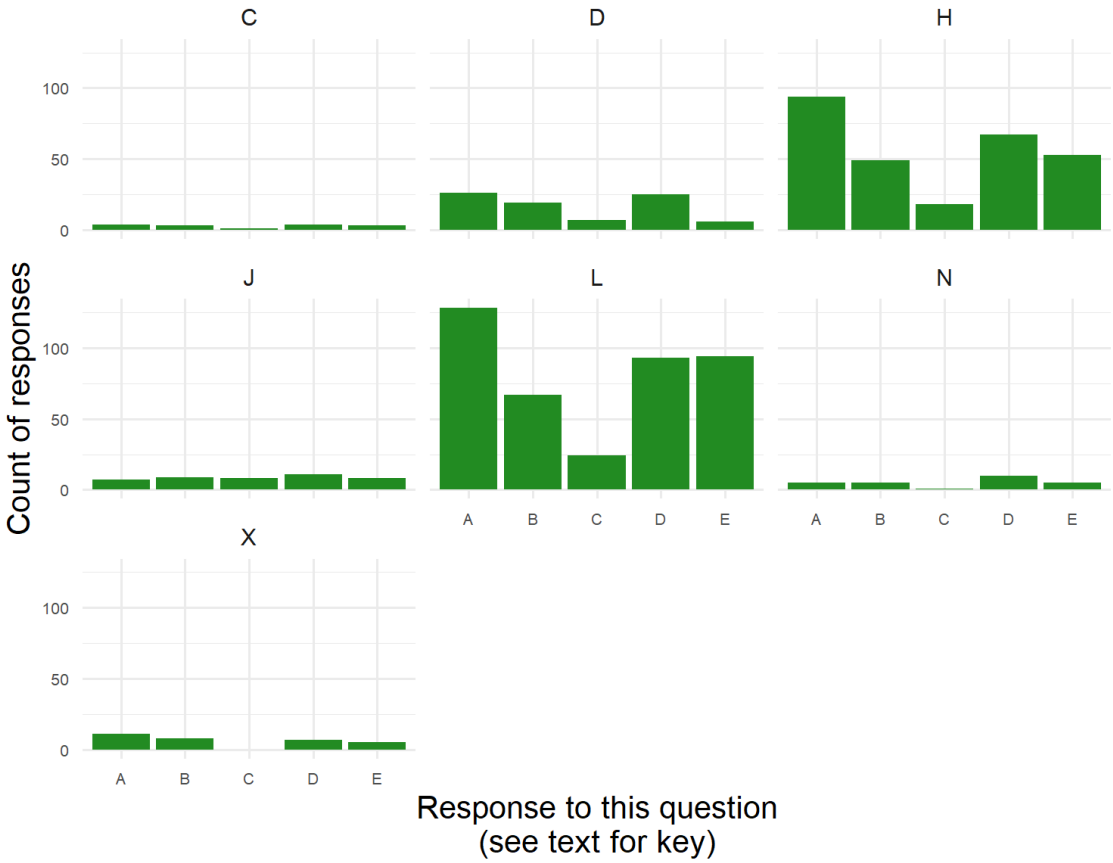


Figure 46. Responses, Question 14, by UNISON Service Grc

Breakdown of responses to question, by Service Group
Service Group codes as in Appendix 3.



Question 15: free text

Question 15 was a free text field and only a little over half of branches (189 of 357) entered a value here. These varied greatly in length, so text mining approaches are difficult to apply as these usually tend to upweight the more prolix contributions, quite apart from overemphasizing the views of those branches that did apply compared to those which did not.

The full set of responses (without their branch identifier) is provided as Appendix 5. The wordcloud below (Figure 47), derived from that content[1], gives a flavour of the concerns raised.

[1] The following words were removed in order to make the wordcloud more informative: "unison", “Unison", “UNISON", “branches", “Branches", “branch", “Branch", “Resources", “resources", “Review", “review".

Figure 47. Wordcloud of responses to free text Question 15 in the survey.

Appendix 1: The Workstream a Branch Survey

The text of the questionnaire as communicated to members online is as below.

For each of the first twelve questions, respondents were asked to mark their answer on a scale from 1 to 5.

Exact wording describing this scale differed subtly depending on the wording of the question, but in every case 5 meant resources were adequate for the purpose, and 1 that they were not adequate.

1. To what extent do available resources allow you to ensure members in your branch are aware of and know how to access the broad range of support, assistance, advice and opportunities to participate in the union?
2. To what extent is being able to recruit, retain and organise members and local representatives adequately supported by the systems and resources UNISON makes available to your branch?
3. To what extent do you have the right systems and resources to advise members about how to resolve grievances and disciplinary issues?
4. To what extent is the branch's ability to bargain and negotiate with local employers on conditions of service, pay, employment changes, etc, supported by the systems and resources UNISON makes available to your branch?
5. To what extent do available resources allow the branch to respond to consultations from employers?
6. To what extent is the branch's ability to represent members on health and safety matters supported by the systems and resources UNISON makes available?
7. To what extent does UNISON provide the right resources to enable the branch to campaign in accordance with UNISON policy?
8. To what extent do available resources and systems allow the branch to maintain regular communications and consultations with members?
9. To what extent do available resources allow the branch to support the education of members and the development of activists?
10. To what extent does UNISON provide the resources and systems needed to support branch participation in the regional and national democratic structures of the union, e.g. sending delegates to Regional Council, National Delegate Conference, Service Group Conference and Self Organised Group Conferences
11. To what extent does the branch find it easy to keep membership records up to date through the WARMS (web access RMS) system provided by UNISON?
12. To what extent do the systems provided by UNISON (including OLBA) allow the branch to manage its finances effectively?
13. Please pick from the following list the top THREE activities that your branch would like to do more of if it had the resources – time, systems, support, and finance – to do them effectively:

    pick three from:

    - Negotiating with employer on pay and conditions;
    - Participating in union democracy;

- Supporting members with representation and casework;
- Recruiting and retaining new members;
- Responding to employer consultations;
- Improving health and safety;
- Educating members and developing activists;
- Communicating and consulting with members;
- Campaigning.

14. For the three priorities you identified above, considered together, which THREE of the below would help you most?

    pick three from:

    - More time (including facility time);
    - Specific software or systems;
    - Specific equipment;
    - More regional support;
    - More funding.

15. Are there any other points you would like to make that are not covered by the survey? (max 100 words).

Appendix 2. UNISON Regions and their codes.

Region	Code
Eastern Region	1
East Midlands Region	2
Greater London Region	3
Northern Region	4
UNISON Northern Ireland	5
North West Region	6
Scotland Region	7
South East Region	8
South West Region	10
Cymru/Wales Region	11
West Midlands Region	12
Yorkshire - Humberside Region	13

Appendix 3. UNISON Service Groups & their codes.

Service Group	Code
Local Government	L
Health	H
Community	C
Higher Education	D
Police and Justice	J
Energy	N
Water, Environment and Transport	X
Staff	S

Appendix 4. Branches which responded.

UNISON Branch	UNISON Region	UNISON Service Group
11263 - Cardiff University	Cymru/Wales Region	Higher Education
11264 - Cardiff Met University	Cymru/Wales Region	Higher Education
11282 - University of Wales Trinity Saint David	Cymru/Wales Region	Higher Education
11285 - Dyfed Powys Police and Justice	Cymru/Wales Region	Police and Justice
11289 - Unsain Sir Fon Anglesey County	Cymru/Wales Region	Local Government
11291 - Wrexham County UNISON Branch	Cymru/Wales Region	Local Government
11296 - Cardiff County Branch	Cymru/Wales Region	Local Government
11297 - Vale Of Glamorgan Unison	Cymru/Wales Region	Local Government
11299 - Pembrokeshire County Branch	Cymru/Wales Region	Local Government
11300 - Monmouthshire County Branch	Cymru/Wales Region	Local Government
11306 - Newport City	Cymru/Wales Region	Local Government
11318 - Caerphilly County Branch	Cymru/Wales Region	Local Government
11320 - Neath & Port Talbot County Br	Cymru/Wales Region	Local Government
11323 - Cymru/Wales and the South Gas	Cymru/Wales Region	Energy
11328 - Powys Health Care	Cymru/Wales Region	Health
11330 - Swansea University Unison Br	Cymru/Wales Region	Higher Education
11333 - Welsh Government Branch	Cymru/Wales Region	Local Government
11356 - Cardiff & Vale Health	Cymru/Wales Region	Health
20171 - YMLAEN - FORWARD	Cymru/Wales Region	Community
20711 - Hywel Dda Health	Cymru/Wales Region	Health
20791 - North Wales Health	Cymru/Wales Region	Health
21411 - University of South Wales	Cymru/Wales Region	Higher Education
21891 - UNSAIN Ambiwlans Cymru - UNISON Welsh Ambulance	Cymru/Wales Region	Health
22451 - UNISON Grwp Llandrillo Menai Branch	Cymru/Wales Region	Local Government
20114 - East Midlands Ambulance Trust	East Midlands Region	Health
20128 - Lincolnshire Health	East Midlands Region	Health
2227 - Nottingham City UNISON (L Gov)	East Midlands Region	Local Government
2235 - Lincolnshire UNISON (L.Gov.)	East Midlands Region	Local Government
2238 - Nottingham University	East Midlands Region	Higher Education
2246 - Leicester City	East Midlands Region	Local Government
2248 - North Derbyshire Healthcare	East Midlands Region	Health
2256 - Lincolnshire Police Branch	East Midlands Region	Police and Justice
2261 - Gedling (L.Gov.)	East Midlands Region	Local Government
2273 - North West Leicestershire	East Midlands Region	Local Government
2281 - Utility Services	East Midlands Region	Energy
2287 - University Of Leicester	East Midlands Region	Higher Education
2290 - East Northamptonshire (L.Gov.)	East Midlands Region	Local Government
2298 - Bassetlaw (Loc Gov)	East Midlands Region	Local Government
2299 - Daventry	East Midlands Region	Local Government
2305 - Nottinghamshire County	East Midlands Region	Local Government
2309 - Amber Valley (L.Gov)	East Midlands Region	Local Government
2310 - Northamptonshire County	East Midlands Region	Local Government
2313 - UNISON Power	East Midlands Region	Energy
1274 - University Of Essex Unison	Eastern Region	Higher Education
1276 - Norfolk County Unison	Eastern Region	Local Government
1281 - Luton & Dunstable Hosp Unison	Eastern Region	Health

1281 - Luton & Dunstable Hosp Unison	Eastern Region	Health
1291 - East Herts Unison	Eastern Region	Local Government
1292 - UNISON Hertfordshire	Eastern Region	Local Government
1295 - Norwich City Unison	Eastern Region	Local Government
1298 - Southend On Sea B.C.Unison	Eastern Region	Local Government
1300 - Suffolk County Unison	Eastern Region	Local Government
1301 - Suffolk Police Sector Unison	Eastern Region	Police and Justice
1303 - Uttlesford Unison	Eastern Region	Local Government
1306 - Cambridgeshire Constabulary	Eastern Region	Police and Justice
1308 - Cambridgeshire County Unison	Eastern Region	Local Government
1315 - Bedfordshire Police Unison	Eastern Region	Police and Justice
1319 - Basildon Dist Council (Unison)	Eastern Region	Local Government
1324 - Norfolk & Norwich Acute Hosps.	Eastern Region	Health
1328 - Peterborough City Council Unison	Eastern Region	Local Government
1328 - Peterborough City Council Unison	Eastern Region	Local Government
1412 - Hertfordshire Police Staff Branch UNISON	Eastern Region	Police and Justice
1426 - UNISON Luton	Eastern Region	Local Government
1435 - Bedford Borough	Eastern Region	Local Government
20003 - West Herts Trust Health	Eastern Region	Health
20075 - Norfolk Community Health	Eastern Region	Health
20081 - East & North Hertfordshire NHS	Eastern Region	Health
20191 - University of Bedfordshire	Eastern Region	Higher Education
21051 - West Suffolk	Eastern Region	Local Government
21091 - Suffolk Area Health	Eastern Region	Health
21111 - Norfolk and Suffolk Foundation Trust	Eastern Region	Health
21771 - Cambs and Peterborough Community and Mental Health	Eastern Region	Health
22011 - Cambridge City and South Local Government	Eastern Region	Local Government
22531 - Yare Valley UNISON	Eastern Region	Local Government
20007 - West London NHS	Greater London Region	Health
20028 - Hillingdon Health	Greater London Region	Health
20048 - South West London Community Healthcare	Greater London Region	Health
20048 - South West London Community Healthcare	Greater London Region	Health
20291 - Imperial College Healthcare	Greater London Region	Health
3358 - King's College London (M)	Greater London Region	Higher Education
3362 - London Fire Brigade	Greater London Region	Local Government
3365 - Goldsmiths College Branch (M)	Greater London Region	Higher Education
3368 - Great Ormond Street Hospital Trust (M)	Greater London Region	Health
3376 - Barnet Healthcare	Greater London Region	Health
3377 - Kingston Local Government Branch (M)	Greater London Region	Local Government
3378 - Waltham Forest Health (M)	Greater London Region	Health
3380 - Royal Marsden Hospital (M)	Greater London Region	Health
3390 - Kings Healthcare Trust (M)	Greater London Region	Health
3403 - North East London and City	Greater London Region	Health
3410 - City University (M)	Greater London Region	Higher Education
3415 - University of East London UNISON (M)	Greater London Region	Higher Education
3416 - Kensington & Chelsea UNISON (M	Greater London Region	Local Government
3442 - Westminster Branch (M)	Greater London Region	Local Government
3446 - City & Islington College (M)	Greater London Region	Local Government
3456 - Thames Water (M)	Greater London Region	Water, Environment and Transport

3460 - Wandsworth UNISON (M)	Greater London Region	Local Government
3466 - Hillingdon Local Government (M)	Greater London Region	Local Government
3478 - Haringey UNISON Local Government (M)	Greater London Region	Local Government
3487 - Brent UNISON Local Government Branch (M)	Greater London Region	Local Government
3489 - Environment Agency Thames (M)	Greater London Region	Water, Environment and Transport
3490 - Havering UNISON (M)	Greater London Region	Local Government
3492 - Islington UNISON (M)	Greater London Region	Local Government
3497 - Sutton UNISON Local Government Branch (M)	Greater London Region	Local Government
3500 - Greenwich (Local Government & Grant Aid) Branch	Greater London Region	Local Government
3505 - Royal National Orthopaedic Hospital UNISON (M)	Greater London Region	Health
3506 - Three Valleys Water Service (M)	Greater London Region	Water, Environment and Transport
3508 - Bromley UNISON	Greater London Region	Local Government
3509 - Bexley UNISON	Greater London Region	Local Government
3512 - London Ambulance Service (M)	Greater London Region	Health
3519 - Higher Education Greenwich	Greater London Region	Higher Education
3520 - Harrow Local Government	Greater London Region	Local Government
3521 - Southwark	Greater London Region	Local Government
3524 - Waltham Forest	Greater London Region	Local Government
3905 - Camden UNISON	Greater London Region	Local Government
3910 - Lambeth	Greater London Region	Local Government
3923 - Central & North West London Mental Health Trust	Greater London Region	Health
3926 - Barking Havering & Redbridge Hospitals NHS Trust	Greater London Region	Health
20043 - Ormskirk & Southport Health	North West Region	Health
20058 - Pennine Acute Health	North West Region	Health
20059 - Pennine Care Health	North West Region	Health
20092 - Lancashire Police	North West Region	Police and Justice
20098 - East Lancashire Health	North West Region	Health
20119 - Central Lancashire Health	North West Region	Health
20471 - North Cheshire Health	North West Region	Health
20551 - Cheshire East	North West Region	Local Government
20571 - West Cheshire	North West Region	Local Government
21491 - Cumbria and North Lancashire Health	North West Region	Health
22331 - Liverpool and Hope Universities	North West Region	Higher Education
22534 - UNISON Manchester University Healthcare	North West Region	Health
22631 - Liverpool Hospitals Health Branch	North West Region	Health
3399 - National Institute for Health and Care Excellence	North West Region	Health
6362 - North West Gas	North West Region	Energy
6375 - Trafford Metropolitan	North West Region	Local Government
6380 - Knowsley	North West Region	Local Government
6386 - South Ribble Borough Council	North West Region	Local Government
6387 - Nugent Care	North West Region	Local Government
6391 - South Lakeland UNISON	North West Region	Local Government
6398 - Lancaster City Unison	North West Region	Local Government
6404 - Blackpool Local Govrmnt Unison	North West Region	Local Government
6406 - Preston Branch	North West Region	Local Government
6407 - Wirral Health Unison	North West Region	Health

6409 - Cumbria County Branch	North West Region	Local Government
6409 - Cumbria County Branch	North West Region	Local Government
6411 - NHSBSA North West	North West Region	Health
6412 - Environment Agency Nw Unison	North West Region	Water, Environment and Transport
6425 - Salford City Unison	North West Region	Local Government
6428 - Salford Health	North West Region	Health
6433 - Stockport Health	North West Region	Health
6445 - St Helens & Knowsley Health	North West Region	Health
6448 - Burnley	North West Region	Local Government
6450 - Bolton Metro	North West Region	Local Government
6464 - Halton Local Government	North West Region	Local Government
6465 - Manchester Branch	North West Region	Local Government
6466 - Sefton Local Government	North West Region	Local Government
6482 - Hyndburn	North West Region	Local Government
6483 - Tameside	North West Region	Local Government
6484 - Lancashire UNISON	North West Region	Local Government
6486 - Liverpool City	North West Region	Local Government
6488 - Ribble Valley Local Gov	North West Region	Local Government
6493 - University of Central Lancashire	North West Region	Higher Education
20102 - Northern Regional Health Commissioning Branch	Northern Region	Health
20112 - Tees Esk and Wear Valleys Health	Northern Region	Health
20391 - Northumberland County	Northern Region	Local Government
22653 - South Tyneside and Wearside Health	Northern Region	Health
4171 - Teesside University	Northern Region	Higher Education
4178 - Gateshead Local Govt	Northern Region	Local Government
4183 - City of Sunderland	Northern Region	Local Government
4186 - Newcastle City	Northern Region	Local Government
4200 - North Tyneside Met.	Northern Region	Local Government
4201 - NHSBSA Newcastle	Northern Region	Health
4202 - Durham Police	Northern Region	Police and Justice
4209 - South Tyneside Local Government	Northern Region	Local Government
4211 - University of Sunderland	Northern Region	Higher Education
4213 - University of Northumbria	Northern Region	Higher Education
4215 - Tyne and Wear PTE	Northern Region	Water, Environment and Transport
4223 - Darlington Local Government	Northern Region	Local Government
4231 - Redcar & Cleveland	Northern Region	Local Government
4235 - Northern Energy	Northern Region	Energy
4235 - Northern Energy	Northern Region	Energy
4236 - Middlesbrough	Northern Region	Local Government
4239 - Home Housing Association	Northern Region	Community
4240 - Newcastle University	Northern Region	Higher Education
4243 - Northumbrian Water	Northern Region	Water, Environment and Transport
4252 - Newcastle Hospitals Unison Branch	Northern Region	Health
20014 - Scottish Regulation of Care Branch	Scotland Region	Local Government
20024 - Aberdeen Universities Branch	Scotland Region	Higher Education
20024 - Aberdeen Universities Branch	Scotland Region	Higher Education
20034 - Scottish Water Branch	Scotland Region	Water, Environment and Transport
20063 - Highland Healthcare	Scotland Region	Health

20068 - Lothian Health	Scotland Region	Health
20074 - Forth Valley Health	Scotland Region	Health
20096 - NHS 24	Scotland Region	Health
20115 - Housing and Care Scotland	Scotland Region	Community
21431 - Scottish Fire and Rescue Service	Scotland Region	Local Government
21511 - Scottish Borders Public Services	Scotland Region	Local Government
22031 - Inverclyde UNISON	Scotland Region	Local Government
7293 - Highland LG	Scotland Region	Local Government
7306 - Angus UNISON (LG)	Scotland Region	Local Government
7307 - Dundee City UNISON	Scotland Region	Local Government
7309 - East Dunbartonshire	Scotland Region	Local Government
7321 - North Ayrshire Local Govt.	Scotland Region	Local Government
7325 - East Lothian Council	Scotland Region	Local Government
7327 - Moray UNISON	Scotland Region	Local Government
7329 - Aberdeenshire	Scotland Region	Local Government
7331 - Aberdeen City	Scotland Region	Local Government
7340 - Falkirk Council	Scotland Region	Local Government
7353 - Midlothian Council Unison	Scotland Region	Local Government
7358 - Orkney Health	Scotland Region	Health
7360 - Fife Unison	Scotland Region	Local Government
7361 - Scottish Electricity Branch	Scotland Region	Energy
7380 - West of Scotland University	Scotland Region	Higher Education
7397 - Scottish Healthcare	Scotland Region	Health
7416 - University of Edinburgh	Scotland Region	Higher Education
20231 - Kent and Medway Mental Health	South East Region	Health
21471 - North East Hampshire Local Government	South East Region	Local Government
21831 - Frimley Health	South East Region	Health
22051 - Bucks Area	South East Region	Local Government
22271 - Central and East Berks	South East Region	Local Government
8208 - Hampshire (L)	South East Region	Local Government
8208 - Hampshire (L)	South East Region	Local Government
8209 - Isle of Wight LG	South East Region	Local Government
8211 - Oxfordshire County (L)	South East Region	Local Government
8223 - Milton Keynes Area (L)	South East Region	Local Government
8226 - Hampshire Health	South East Region	Health
8227 - Oxfordshire Health Services (L)	South East Region	Health
8230 - Berkshire Healthcare and Community	South East Region	Health
8233 - Fareham (L)	South East Region	Local Government
8234 - Hampshire and Isle of Wight Police and Justice	South East Region	Police and Justice
8239 - University of Southampton (L)	South East Region	Higher Education
8241 - East Hampshire UNISON	South East Region	Local Government
8247 - Oxford University & Colleges	South East Region	Higher Education
8250 - West Berkshire District (L)	South East Region	Local Government
8250 - West Berkshire District (L)	South East Region	Local Government
8251 - Eastleigh	South East Region	Local Government
8256 - Southampton District	South East Region	Local Government
8258 - Milton Keynes Health UNISON	South East Region	Health
8259 - Thames Valley Police UNISON (L)	South East Region	Police and Justice
8267 - Winchester City	South East Region	Local Government
9225 - University Of Brighton	South East Region	Higher Education

9236 - Runnymede (L)	South East Region	Local Government
9240 - Arun District Council	South East Region	Local Government
9257 - South East Energy	South East Region	Energy
9258 - Surrey Police (L)	South East Region	Police and Justice
9259 - Gravesham LG Unison	South East Region	Local Government
9260 - Ashford Unison (L)	South East Region	Local Government
9264 - Hastings	South East Region	Local Government
9278 - Horsham	South East Region	Local Government
9282 - Environment Agency (Southern)	South East Region	Water, Environment and Transport
9292 - University Of Sussex	South East Region	Higher Education
9293 - South Eastern Gas (L)	South East Region	Energy
9295 - Medway Towns Unison (L)	South East Region	Local Government
9296 - Brighton & Hove Unitary (L)	South East Region	Local Government
9297 - Crawley (L)	South East Region	Local Government
9299 - Dartford Borough	South East Region	Local Government
9301 - East Sussex Area (L)	South East Region	Local Government
9305 - Kent Local Government (L)	South East Region	Local Government
9306 - Medway Health Branch	South East Region	Health
9312 - West Sussex (L)	South East Region	Local Government
9325 - NHS Supply Chain	South East Region	Health
10211 - Mid Devon LG	South West Region	Local Government
10213 - Torbay LG	South West Region	Local Government
10215 - Torbay Health	South West Region	Health
10217 - Devon County	South West Region	Local Government
10218 - Exeter City	South West Region	Local Government
10227 - South Gloucestershire	South West Region	Local Government
10231 - Central Bristol Health	South West Region	Health
10266 - Mendip LG	South West Region	Local Government
10268 - South Somerset LG	South West Region	Local Government
10269 - University Of Bath	South West Region	Higher Education
10276 - Gloucestershire Police and Justice	South West Region	Police and Justice
10288 - University Of Bristol	South West Region	Higher Education
10294 - Wiltshire Police and Justice	South West Region	Police and Justice
10295 - Environment Agency South West	South West Region	Water, Environment and Transport
10299 - Dorset Police Branch	South West Region	Police and Justice
10301 - Western Energy	South West Region	Energy
20037 - Bournemouth Higher & Further Education	South West Region	Higher Education
20107 - Bristol	South West Region	Local Government
20371 - Wiltshire	South West Region	Local Government
20531 - Wiltshire and Avon Health	South West Region	Health
21131 - Somerset Health	South West Region	Health
21231 - Gloucestershire LG	South West Region	Local Government
21311 - Gloucestershire Districts Health and Community	South West Region	Health
22191 - Probation South West	South West Region	Police and Justice
22351 - South West Devon	South West Region	Local Government
22511 - Dorset Health	South West Region	Health
22591 - North Devon and Torridge LG	South West Region	Local Government
8238 - Salisbury Health	South West Region	Health
8281 - Bath Health	South West Region	Health

5077 - Southern Education	UNISON Northern Ireland	Local Government
5078 - Northern Health	UNISON Northern Ireland	Health
5078 - Northern Health	UNISON Northern Ireland	Health
5079 - Causeway Branch	UNISON Northern Ireland	Health
5080 - Foyle Health & Community Care	UNISON Northern Ireland	Health
5084 - Northern Ireland Ambulance	UNISON Northern Ireland	Health
5091 - Newry & Mourne Health	UNISON Northern Ireland	Health
5092 - Belfast City Hospital Trust	UNISON Northern Ireland	Health
5099 - Down Education	UNISON Northern Ireland	Local Government
5100 - Belfast Education Branch	UNISON Northern Ireland	Local Government
5102 - Neelb	UNISON Northern Ireland	Local Government
5106 - Health Agencies	UNISON Northern Ireland	Health
5107 - Ulster Community and Hospitals Trust	UNISON Northern Ireland	Health
5109 - Orchard Health and Social Care	UNISON Northern Ireland	Health
5109 - Orchard Health and Social Care	UNISON Northern Ireland	Health
5111 - Craigavon Unison	UNISON Northern Ireland	Health
5111 - Craigavon Unison	UNISON Northern Ireland	Health
5115 - Down & Lisburn Comm.Health	UNISON Northern Ireland	Health
5116 - Rathgael	UNISON Northern Ireland	Local Government
5118 - Community and Voluntary Sector Branch NI	UNISON Northern Ireland	Community
12244 - Warwickshire C.C Branch UNISON	West Midlands Region	Local Government
12284 - Solihull Local Government	West Midlands Region	Local Government
12287 - Robert Jones and Agnes Hunt Branch	West Midlands Region	Health
12299 - Dudley and Walsall Health Partnership	West Midlands Region	Health
12300 - Staffordshire Community Health	West Midlands Region	Health
12313 - Dudley Group UNISON	West Midlands Region	Health
12313 - Dudley Group UNISON	West Midlands Region	Health
12315 - Environment Agency Midland Branch	West Midlands Region	Water, Environment and Transport
12316 - Midlands Probations Services (West)	West Midlands Region	Police and Justice
12317 - South Staffordshire District UNISON	West Midlands Region	Local Government
12324 - Sandwell General UNISON Branch	West Midlands Region	Local Government
12335 - Staffordshire University Branch	West Midlands Region	Higher Education
12344 - City of Wolverhampton Local Government	West Midlands Region	Local Government
12348 - Birmingham University UNISON	West Midlands Region	Higher Education
12352 - Birmingham UNISON Branch	West Midlands Region	Local Government
12360 - Herefordshire UNISON	West Midlands Region	Local Government
12362 - Stoke On Trent City UNISON Branch	West Midlands Region	Local Government
12388 - Staffordshire Police Staff UNISON	West Midlands Region	Police and Justice
20086 - Birmingham Colleges	West Midlands Region	Local Government
20331 - West Midlands Ambulance Service	West Midlands Region	Health
20611 - Birmingham and Solihull Mental Health	West Midlands Region	Health
20751 - West Midlands Community Branch	West Midlands Region	Community
21211 - Herefordshire Health	West Midlands Region	Health
21551 - Central Water	West Midlands Region	Water, Environment and Transport
21751 - University Hospital of North Midlands UNISON	West Midlands Region	Health
21811 - Four Seasons Huntercombe West Midlands	West Midlands Region	Health
22251 - National Grid Energy	West Midlands Region	Energy
22512 - Birmingham Women's and Children's Hospital Branch	West Midlands Region	Health

13263 - Scarborough Borough Council	Yorkshire - Humberside Region	Local Government
13266 - Leeds and York Community Health	Yorkshire - Humberside Region	Health
13293 - West Yorkshire Combined Authority and Transport	Yorkshire - Humberside Region	Water, Environment and Transport
13294 - Yorks & Humberside Gas Branch	Yorkshire - Humberside Region	Energy
13299 - East Riding Of Yorkshire	Yorkshire - Humberside Region	Local Government
13306 - Yorkshire Purchasing Unison	Yorkshire - Humberside Region	Local Government
13308 - Doncaster Unison	Yorkshire - Humberside Region	Local Government
13318 - Harrogate Local Govt	Yorkshire - Humberside Region	Local Government
13322 - University of York	Yorkshire - Humberside Region	Higher Education
13323 - North Yorkshire Br. of Unison	Yorkshire - Humberside Region	Local Government
13328 - Bradford Met District Unison	Yorkshire - Humberside Region	Local Government
13332 - Yorkshire Water	Yorkshire - Humberside Region	Water, Environment and Transport
13338 - Sheffield Comm Hlth Unison	Yorkshire - Humberside Region	Health
13350 - Environment Agency N.E	Yorkshire - Humberside Region	Water, Environment and Transport
13352 - Leeds Teaching Hospitals	Yorkshire - Humberside Region	Health
13352 - Leeds Teaching Hospitals	Yorkshire - Humberside Region	Health
20099 - Hull University	Yorkshire - Humberside Region	Higher Education
20671 - Mid Yorkshire Health	Yorkshire - Humberside Region	Health
21851 - Hull and East Riding Health	Yorkshire - Humberside Region	Health
22535 - Grimsby Goole and Scunthorpe Health	Yorkshire - Humberside Region	Health
22535 - Grimsby Goole and Scunthorpe Health	Yorkshire - Humberside Region	Health